



ENRICHING WOMEN EMPOWERMENT THROUGH INFORMATION AND COMMUNICATION TECHNOLOGY IN TAMILNADU



Dr. E.PRIYANKA



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CHAPTER-I INTRODUCTION

1.1 Preamble

Around the world, Information and Communication Technology (ICT) have changed the life of individuals, organizations and indeed entire nations. ICT's can have profound implications for men and women in terms of employment, education, and health and sustainability community development. Because of systematic gender biases in ICT's and their applications, women are far more likely than men to experience discrimination in the new information society. In spite of this resource, rural women and their organizations are aware of the power of information and communication technology processes and using them to advance their basic needs and strategic interests, improve their livelihoods which help them to achieve human rights.

In present scenario, ICT highlights the value of women participation in socio-economic development through micro loans, Small Medium Scale's, Non - Government Organization and Self Help Groups etc. It has been well documented and published. Women's business incubators are emerging through the developing world in recognition of the need to porridge business opportunities for women as well as men to enhance, grow and quicken the pace of economic development. The full scale of many of these activities is yet to be realized, but there is a growing awareness of women's ability to use ICT's to expand their work across regions and around the world.

Women from the grassroots are using ICT's to expand their missions drive the passion to improve the world there is a growing reality that women engagement in ICT's are important for multiple forms of development including social and political justice, as well as economic development. This is a part of the lack of indictors as well as disaggregated data. Women participation fully in the knowledge society is indeed necessary condition for the development to take place. Conversely, the lack of participation by women well slows progress and negatively impact of families and communities. New ICT jobs for women especially in developing countries, and is in the service industries in information processing, banking, insurance, printing and publishing. But women have to reach technical, managerial and decision making higher level positions in order to reduce the gender gap in human resource development. The fact is that only a small proportion of women in many developing countries have taken the advantage of ICT for their economic empowerment as many more are being left out and have not been able to form and contribute to this process. It is necessary to being women into the ICT mainstream and makes them both beneficiaries and contribution to the process of economic growth.

The potential of ICT has to the utilized as a tool for enhancing women's capacity in the area of health and education as well as their access to basic social services and information. However, in the marginalization of women due to lack of accessibility and affordability of ICT women face a variety of barriers from low rates of information literacy to lack of high- skilled ICT training. The dominance of English language in ICT and software fields should not be a barrier for women in non- developing countries for fully participating and benefiting from the information economy.

The information economy is now working as networking economy. This new economy can be power vehicles for transforming radically the world of ensures gender equality. The development of women in ICT offers many new opportunities. But there are to be supported by deliberate policies to ensure their participation education and training in the information economy with no gender biases. Recent employment trends showering that progress in some areas women generally continue to learn lower incomes, suffer higher unemployment and refrain largely restricted to low skilled and part time informal unstable jobs.

At the same time, the proportion of women joining the global labor market is expected to rise rapidly in the coming years. A major challenge of employment policies in the global information economy is the empowerment of providing decent work for the female labor force, which is increasingly entering the information workforce.

Women have less percentage of opportunities comparable with men in India. There is a considerable differences in the opportunities available for both men and women, it is clearly visible in work employment, earnings and education, health status and decision making powers. It is an awesome fact that proportion of women among the poor strata is always on rise in most developing countries. This phenomenon is called “feminization of poverty”, the men move up faster during any development, grabbing greater opportunities that women are unable to access, because of gender discrimination.

The struggle of women is two dimensional once is to meet the development and welfare needs and other is to address the gender needs. “Gender needs” refers to the essential gender equality in processing of the development needs .There are number of challenges in the social, economic and political scenario that women face in establishing their rights and equality strategies are formulated and are being implemented by the state government and international agencies and the civil society at large to mend a gender sensitive world. There issues and challenges and strategies to empower women are complex phenomena, due to poor skills training, they develop poor self-image and inferiority complex. Feelings of helplessness and dependency haunt the working class of the lower socio-economic strata.

Women are grossly neglected in the field of education, the status of women in India is incomparable to that of developed western countries. Traditions, customs and religious believe gender bias and other cultural variable work against women in India. At the level of education and employment the gender bias are at work and women receive less than men in every sphere of civic life. Men have always monopolized political space. There are many obstacles to realization of women’s rights in India as elsewhere. Representation of Women among members of parliament and state legislatures has never exceeded 9%.

1.2 Statement of the problem

There are 32 districts in Tamil Nadu. Thiruvallur is one of the backward districts in Tamil Nadu, the literacy rate of Thiruvallur District is 84.03 average compare to other districts in Tamil Nadu. According to population census (2011) men’s literacy rate is more than women. Because there is no awareness about education due to the factors like family background, poverty and health etc.

How can information contained in On-line platforms reach women in Thiruvallur District? If many of them are illiterate and have no awareness about ICT. How information can become meaningful on the technology ground and produce change in their livelihoods. Even though women in Thiruvallur District have more opportunities, but often lack of knowledge about government schemes and ICT programmes for skill development to empower socio-economic conditions of women.

Rural women are less likely to priorities ICT in their daily lives as they less comfort in using ICT based services. For ICT to benefit women in all sectors and to challenge existing gender imbalances in rural livelihoods, it is necessary in understand women status, gender roles and responsibilities in the society. It is also important to have an understanding of the multiple gender dimensions which impact and accessing and using ICT. If woman population is missed in rural ICT for the initiatives then an opportunity to improve the social economic conditions of the women, who are the largest and most active component of the population, is missed.

One of the main problems in adoption of ICT in rural segments is illiteracy, Lack of accessibility and localized contents in their own languages. The country is going through an ICT

revolution and this has become an enabling force for the farmers and those living in rural India to become active participants in the growth of the country. Government support and promotion of rural infrastructure and equal access to and use of ICT's among women and men is critical. Policy makers are needed to include a gender lens on every policy schemes that affect communication technology in rural communities. The present research study focus on "Enriching Women Empowerment through Information and Communication Technology in the Tamil Nadu – A Study of Thiruvallur District".

1.3 Review of Literature

A literature review is a select analysis of existing research which is relevant to the topic and it shows the relevance of the investigation based on the topic chosen by the researcher. It explains and justifies the investigations which help to answer some of the questions or gaps in this area of research. It is not a straight forward summary of everything which researcher reads on the topic and it is not a chronological description of what was discovered in research field. Further review of literature gives focus to research study, the researcher can group similar studies together which helps to compare the approaches relevant to the topic. It also examines the strengths or weakness in their methods and their findings. One common way to approach a literature review is to start out broad and then become more specific. The following books and journals are related to this research study;

Promilla Kapoor in his book "Empowering the Indian Women" he says about the empowering of the Indian working women environment, how the government shows the contribution in empowering the women in the matters of social and economic, they have to identify the drawbacks of women especially in rural communities, the needs and development of women.

Ahawati and Neeraja in his book entitled "Women Organizations and Social Network" explained about the women organization, the role of banks for funding to start an organization how the women gets empower by engaging them in social networks, to express their talents, decision making and their contribution, how they solve their problem through social networking.

Vandana Singh and Rajshree Vaishnav in their joint article on "Social Networking and Education" shows that the social networking websites now days increasingly attraction, the attention of the possible users around the world, they are not helpful only for touch birth friends, but also provides benefit to women empowerment educational, if discuss the various features of women network to enhance the learning and teaching process through social network like facebook, twitter, you tube and my space etc.

Athreya V. B and Rajeshwari K.S in their joint article on "Women in PRI Institutions" they tried to explore the social and political background of women panchayat leaders, how is their position in panchayat raj institutions and perspective the women are using information communication technology for the development, they analyze the concept of good governance in India, the recommendation needed for good governance.

Mehta G.S in his book entitled on "Participation of Women in the Panchayat Raj System" he reveals the truth about women empowerment by using information requirements of village panchayat, the needs and importance in panchayat raj institutions, the participation of women in Panchayat raj institutions.

Palanithurai.G in his book entitled on "Capacity Building for Local Body leaders" analyses the decentralization of power which transfer volume of responsibilities from higher level institutions to grass root level organization with much emphasis on people responsibility, accountability and transparency of the government, the training experience are calculate for strengthening grass roots of democracy. To perfect the training method it exercise would improve the capacity of the leaders to meet the challenges and their century which further to

improve the method and material of training.

Sawalia Bihari Verma in his book entitled on “Empowerment of the Panchayat Raj Institution in India” analyzes the role of information technology in empowering panchayat Raj institutions. The Information Technology application has vast potential to ensure a more account responsive and citizen friendly panchayat raj institutions. Role of Information Technology polices, challenges faced in E-Panchayat, information technology intervention in local governance, how to use information technology tools, why the panchayat raj institutions have not been empowered so far.

The report published by International Fund for Agricultural Development entitled on “Gender Equality and Women Empowerment” describes about the essential component for sustainable economic development and empowering women is a vital role, to enable poor people to improve their livelihood and overcome poverty, while there is recognition of the potential of ICT as a tool for promotion of gender equality and empowerment of women, a gender divide has been identified, reflected in lower numbers of women accessing and using ICT compared with women. Unless this gender divide is specifically address there is risk that ICT may open existing inequalities between women and men, to create new form of inequality.

Dr. Shilpa Verma in her book entitled on “Rural Management and Development” deals about the women empowering by economically the role of micro finance and banks in rural India, the development activities carried in rural areas, how to manage rural activities in rural areas, what are the measures should be taken in improving rural administration and development about women, how important she is involving in rural communication.

Biju M.R in his book entitled on “Rural Development under Decentralized Governance” he reveals about the role of ICT in scientific data generation and management for scientific decision making at grassroots. Software has to be developed and prepare a database which should be so comprehensive as to accommodate a variety of data from the villages, they are to be linked and integrated at district and state level. It requires a computer at every gram panchayat in states like Tamil Nadu, all the panchayat have buildings, telephone connection and one computer each. Women are changing governance in India. They are being elected to local councils in unprecedented numbers as a result of amendments to the constitution, which mandate the reservation of seats for women in local government. The percentage of women at various levels of political activity has increased dramatically. But the difference is also qualitative, because these women are bringing their experience of governance of civil society into governance or the state. In this way, they are making the state sensitive to issues of poverty, inequality and gender injustice.

The journal published by Ministry of Rural Development entitled on “ICT and Rural Development” describes ICT plays an important role in bridging the gap and eventually will help in poverty alleviation, it is a powerful and productive system which can accelerate economic and social development in rural areas, how the new age technology is helping rural India live a better life the most effective tools of ICT is the internet which has seen a remarkable growth in our country in the last one decade. It describes Information and Communication technologies (ICT) are transforming all human activities, including agriculture which is the mainstay of rural India. One of the main reasons for the inequitable distribution of economic gains between the haves and have not’s the gap in access to information.

Sinha.R.P in his book “E-Governance in India” reveals about the progress of E-Government in India has been slow and uneven, it analyzes of the initiatives taken towards e-governance by the central government and some selected state governments and analyzes the factors that hamper its growth in India. The scenarios in some ICT advanced countries in the world, to provide information and stimulate technologies.

Palanithurai.G in his article “New Panchayati Raj System at Work” brings out the details about elected body leaders and the bureaucrats who are working in local body institutions, the practical difficulties faced by the local body leaders and the officials has been highlighted their role, function and responsibilities. Major concern is whether the Tami Nadu panchayati is moving in the direction given by the 73rd amendment to the constitution of India. This study finally explicit indicates the lapses, drawbacks and difficulties in operationalizing the principles of constitutional amendment.

Gupta B.P in his article on “Participation and Empowerment of Panchayat Raj” has failed to focus emerging challenges in the decentralized administration. Today, panchayati raj has narrowed the gap between modern and traditional cultures and synthesized the modern traditional idioms of Indian politics. The question is how political elite coming through the medium of reservation policy will accept the challenges, their role and goal perception is a big question mark. No doubt panchayati raj has made significant impact on district administration in general and developmental administration in particular. Due to inter mixture of rural urban culture, the system has brought optimum dynamism and greater political articulation among the rural society. However, the centralized planning and political dominance of union government crushed the overall strategy and empowerment, initiative and aspirations of the rural people.

Rajesh.K.Jha in his article on “E-Panchayat : Role of IT in Empowering PRI’s” illustrates excellent track record of India as well as of Indians in information technology sector certainly makes observers highly optimistic towards e- Panchayat, but challenges in terms of cost and regional variations are no less daunting. Application of information technology to the public administration is must look beyond the paradigm, which generally comes in close association with any western technology. Any management information system, to be relevant to the public administration is has to be ethno centric, need- based and bottom up in approach. It will have to transcend its glamour and ego to accord due place traditional folk media, which is more suitable to bring attitudinal change in the rural society.

Vijay Kumar Sharma in his book entitled on “Changing Face of Rural Women” explores the empowerment of women through increased participation in political and economic background, how the women facing difficulties through gender perspective and role of self-help groups, mahila mandals and gram sabha’s in women, play a with role in strengthening women position and status. There were several instances where the elected women chairpersons, particularly at the village level panchayat had to depend exclusively on their family members in performing their official duties. Many of these women member and sarpanches did not know the nuances of panchayat administration and had to depend to a considerable extent on their men for transacting official business. In fact a number of instances can be found where the husbands or brothers of the women sarpanch.

Dr. Sumit Roy in his book entitled on “Globalization ICT and Developing Nations, Challenges in the Information Age” explains the globalization is a historical process, a vision of shared universal values, goals and measures to advance society, this creating an opportunity to reorganize economies, especially developed ones, the role of ICT in stimulating development and sharing the information age.

1.4 Rationale and Significance of the study

The research study could provide the information on women empowerment particularly in the area of information and communication technology. However, it opens up a direct window for women to the outside world and information now flows to them without distortion or any form of censoring and they have access to same information as their male counterpart.

Further the study would review on information and communication technology at present scenario, based on women empowerment in Thiruvallur District; it leads to broadening

perspective and greater understanding of their current situation in technology development. This study would be the beneficial for the sector to identify how the women working in information technology and elected women representatives in local body institutions getting empowered through ICT in Thiruvallur District. Access to information can be seen as a central issue concerning in empowerment of women. ICT would expectedly heighten the awareness of women to equip a counter attack to possible threats made by the men.

CHAPTER-II

ROLE OF INFORMATION AND COMMUNICATION TECHNOLOGY IN THE SOCIO- ECONOMIC DEVELOPMENT OF WOMEN IN THIRUVALLUR DISTRICT

Thiruvallur District was formed the bifurcation of erstwhile Chengalpattu district (on 1st January 1997). It is located in the north east part of Tamil Nadu along the North Latitude between 12°15' and 13°15' and the east part of Tamil Nadu along east longitude between 79°15' and 80°20'. The Thiruvallur district is surrounded by Kancheepuram district in the south, Vellore district in the west, Bay of Bengal in the east and Andhra Pradesh state in the north. The district spreads over an area of about 3422 Sq.km.

2.1 A Study of Profile Area

2.1.1 Geographical Profile

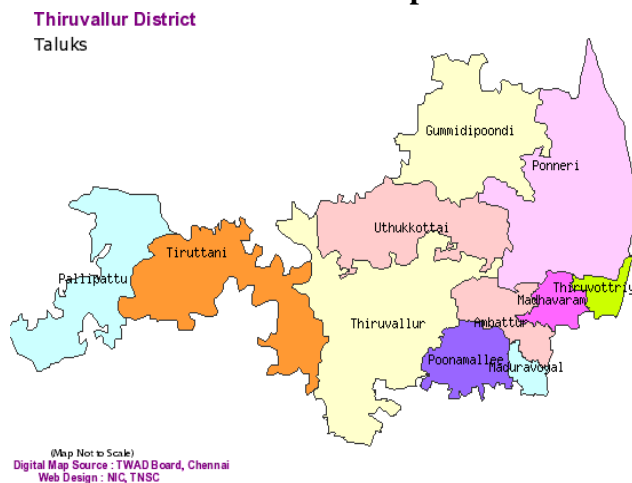
Table 2.1: Geographical Area Details

Particulars	Thiruvallur District	Tamil Nadu	Share in the State
Area(Sq.kms)	3,424	1,30,058	2.65
Population	27,55	624,06	1.21
Forest(Hess)	19,736	21,31,726	0.92
Costal Line	80	1,076	7.43
Literacy	76.94	73.45%	X
% of Labor Force	38	44.67%	X

Source: Thiruvallur District Handbook, 2014

Thiruvallur district is populated moderately. The population density was 776 persons per sq, km in 2001 and it increased to 1049 persons per sq.km in 2011 at a Compound Annual Growth Rate (CAGR) of 3%. The average literacy rate in the district is 84.03%. The district has an Urbanization rate of 65%.

Thiruvallur District Taluks Map



2.1.2 Social and Economical Profile

The today Gross Domestic Product (GDP) of the district stood at 4673 Million urban services district in 2011-12. The GDP of the district has growth at a CAGR of 9%. The tertiary sector plays a vital role in contributing to the GDP of the district. It contributes to about 63% of the GDP of the district. The largest segment in the tertiary sectors that contribute to the GDP include trade, hotels, banking and insurance.

2.1.3 Status of women in Thiruvallur District

In the total population of Thiruvallur District, women population is equal to male population. According to the total population census 2011 the percentage of women population is listed in the table.

Table 2.2: Women Population in Thiruvallur District

Year	Women	Men	Total	Percentage of Women Population
2011	1,852,042	1,876,062	3,728,104	49.93%

Source: Directorate of Census Operation 2011, Tamil Nadu

Table 2.3: Information related to Women in Thiruvallur District

Particular	Rural	Urban
Percentage of Population (%)	34.86%	65.14%
Percentage of Women	49.95%	49.53%
Sex Ratio (Per 1000Males)	998	981
Percentage of Female Literacy Rate (%)	66.09%	84.92%

Source: Directorate of Census Operation 2011, Tamil Nadu

Table 2.4: Education and Skill Development in Thiruvallur District

S.No	Type of Institution	No's
1	Universities	5
2	Arts and Science Colleges	11
3	Medical Colleges	3
4	Engineering and Technology Colleges	39
5	Polytechnic Colleges	19
6	Primary School	1451
7	Middle School	341

8	High School and Higher Secondary School	323+305
9	Teachers Training Institute	1

Source: Thiruvallur District Handbook, 2014

Table 2.5: Women Social Welfare Schemes in Thiruvallur District from the Year (2013-2014)

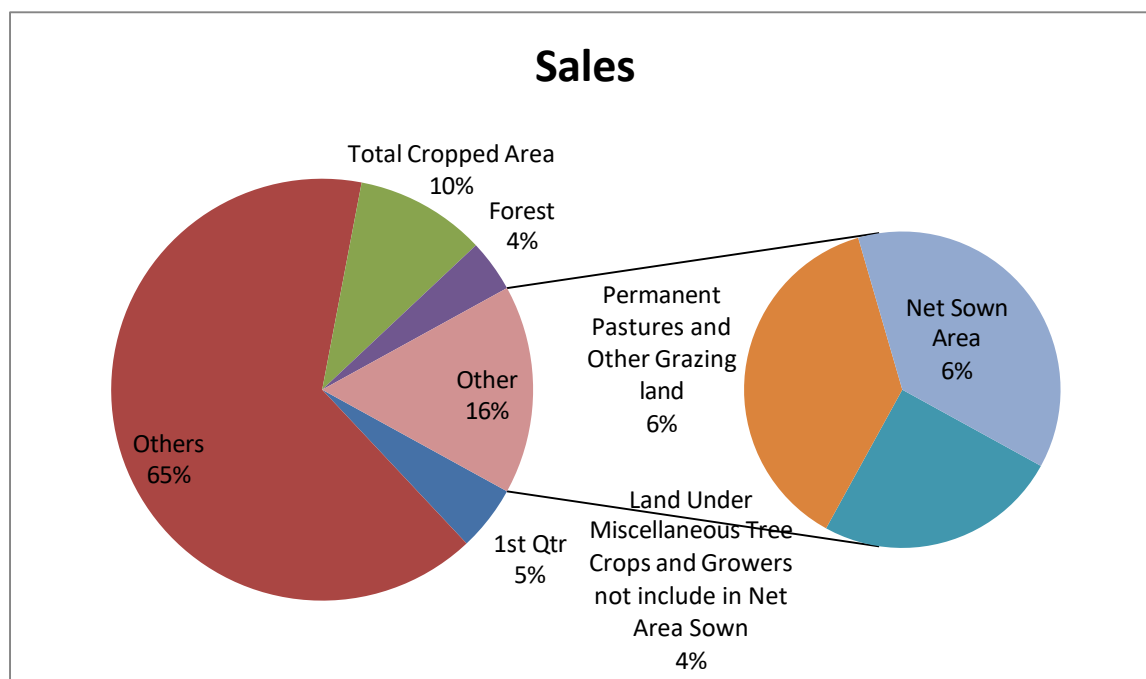
S.No	Scheme	Financial Achievement	No of Beneficiaries
1	Mooallur Ramamurtham Ammaiyar Memorial Marriage Scheme	12,95,75,000	4374
2	E.V.R Maniammaiyar Memorial Poor Widow Daughter Marriage Scheme	76,75,000	246
3	Dr.Dharmambal Ammaiyar Memorial Widow Re-Marriage Scheme	25,000	1
4	Annai Terasa Memorial Destitute Widow Marriage Scheme	5,50,000	14
5	Distribution of Free Text Book and Note Book to Children of Poor Widows	33,000	320
6	Annai Anjugham Ammaiyar Memorial Inter-Caste Marriage Assistance Scheme	9,75,000	24
7	Sivagami Ammaiyar Memorial Girl Child Security Scheme	4,32,08,200	2044

Source: Social Welfare Department Handbook, 2014

2.1.4 Resource Profile

The total land under forest cover is 19736 hectares. The total cropped area in the district is 131172 hectares. About 47% of the total work force is engaged in agricultural and allied activities. The major crops grown in the district are rice, ragi, green gram, black gram, sugar cane and groundnut. Apart from this certain horticultural crops like mango, guava and vegetables have also been cultivated.

Chart 2.1: Land Utilizations in Thiruvallur District



Source: Thiruvallur District Statistical Handbook, 2012

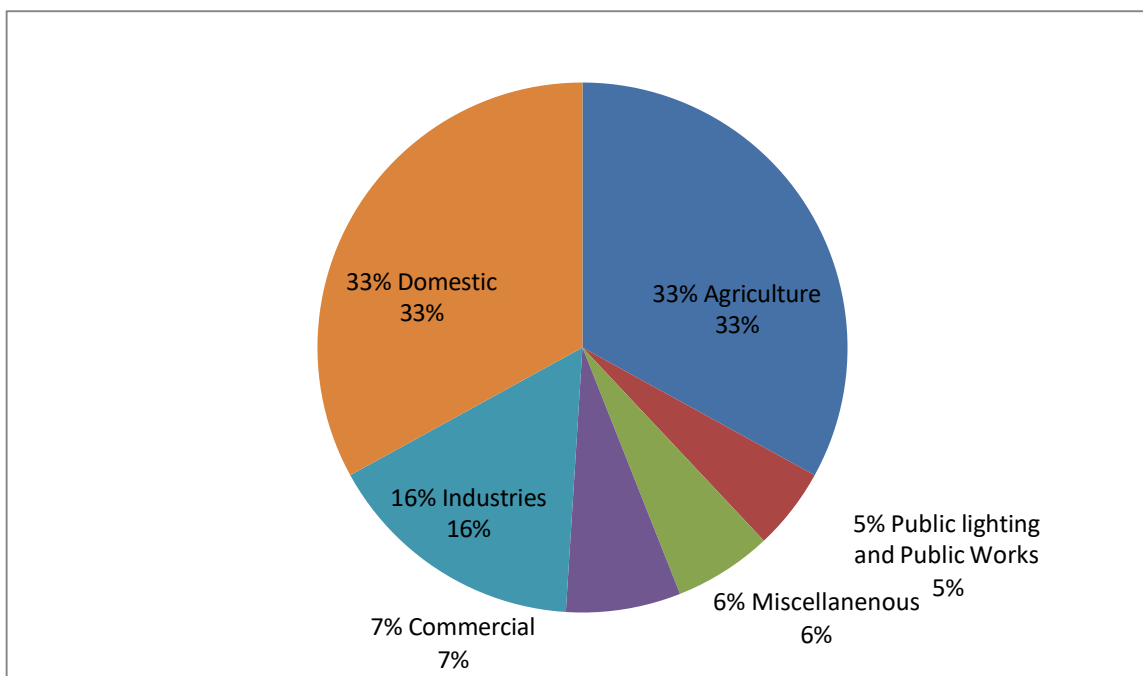
2.1.4.1 Water Resource

The district does not have a perennial river. The district has number of seasonal rivers like Kesathaliar, Aravar, Nandi, Kallar, Coovam and Buckingham canal. To supplement the water supply to the district, irrigation is done through tanks, tube wells and open well are very common.

2.1.4.2 Power Resource

Transmission in the district is being done by Tamil Nadu Generation and Corporation Ltd (TANGEDCO) and Tamil Nadu Transmission Corporation Ltd (TANTRANSCO) with the supervision of Tamil Nadu Electricity Board Ltd (TNEB). Apart from this another major source of power supply is the Ennore Thermal Power Station which is a coal based power plant in Tamil Nadu. It is one of the four major thermal power plants of Tamil Nadu established by TANGEDCO. Ennore Thermal Power Station (ETPS) has a total installed capacity of 450 M.W.

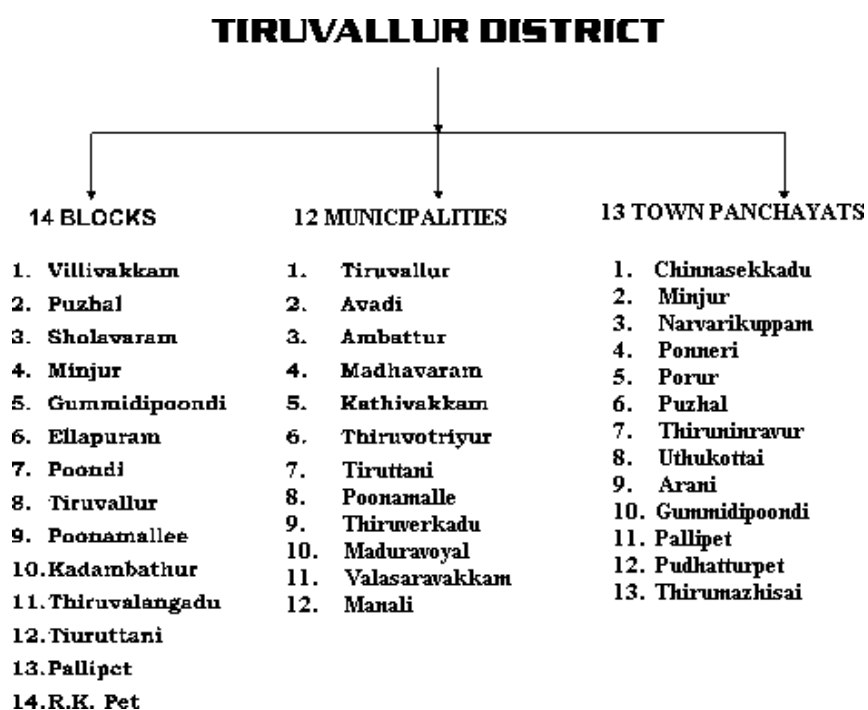
Chart 2.2: Power Consumption Sector Wise in Thiruvallur District



Source: Thiruvallur District Statistical Hand Book, 2012-13

2.1.5 Administration Profile

Chart 2.3: Administration Profile in Thiruvallur District

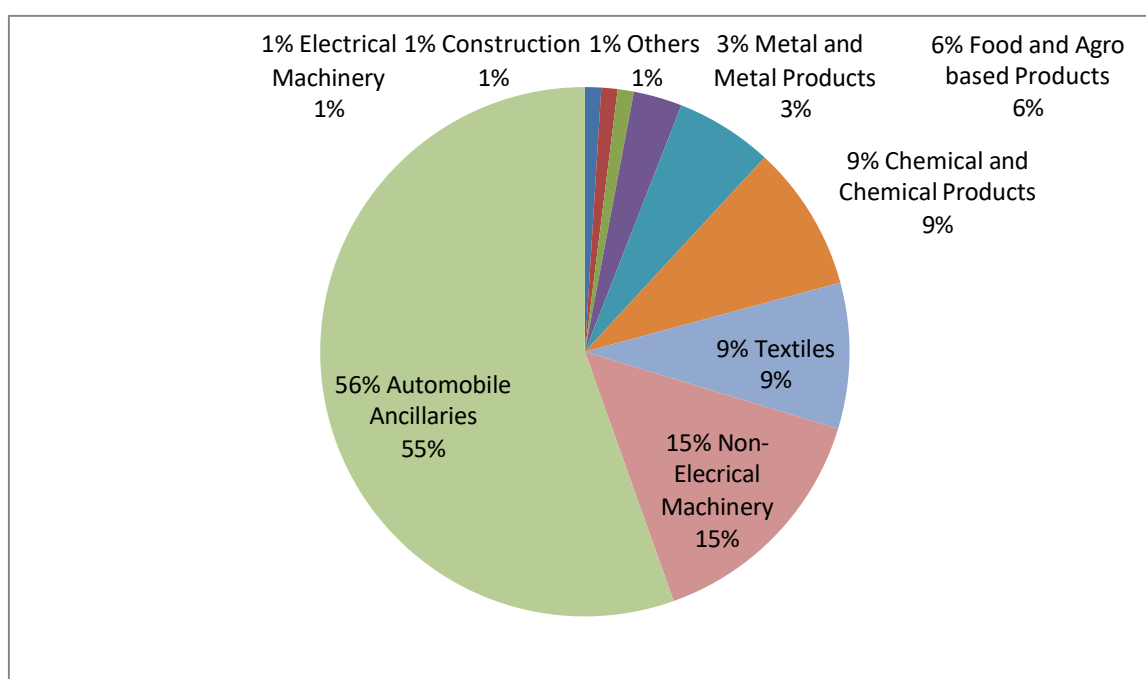


Source: Thiruvallur District Statistical Hand Book, 2012-13

2.1.6 Industrial Profile

The Industrial estates developed by government are done by the bodies SIPCOT (State Industry Promotion Corporation of Tamil Nadu Ltd), SIDCO (Small Industry Development Corporation). SIPCOT had development in Gummundipoondi and SIDCO developed in Ambattur, Thirumazhisai, Kakkalur, R.K.Pet and Thirumullavoyal. Other than these there is an Industrial Estate developed by TIIC (Tamil Nadu Industrial Investment Corporation) at Mogappair, Electrical Estate at Kakkalur and Tamil Nadu Aluminum Company (TALCO) developed in Madhavaram. The Industrial Estates in Porur, Puzhal and Velappanchavadi are developed by Private players.

Chart 2.4: Share of Investment by Different Industries in Thiruvallur District



Source: Thiruvallur District Statistical Hand Book, 2012-13

2.2 Socio-Economic Status of Women through ICT: An Overview

The social and economic empowerment of any country is depending on the relationship between information and communication technology. Technological innovation is not the only source of economic transformation, but its importance will increase over time. Today all over the world the government policies to this new technology because are empowering masses through information technology particularly women.

Information and Communication Technology provide a greater development opportunity by contributing to information dissemination, providing an array of communication capabilities, increasing access to technology and knowledge among others. The good ICT has been recognized as the engine for growth and empowerment of women, it has major implications for

equality, poverty and quality of life. However, access to and use of ICT countries to be a major development obstacle, particularly in the developing world.

In the present era of liberalization, privatization and globalization, there is a great need for quick information. The problems in rural and urban areas are even bleaker, where infrastructure is either old or non-existent and these areas are home to a greater majority of women and poor population. If were to become a means for improving social and economic conditions. ICT policy and programs must address the needs of women. The industrial and developed nations of the world become information societies. Advanced technologies and the government policies of these countries boosting the use of ICT and have created a communication revolution.

The contribution of information and knowledge in bringing about social and economic development has been well recognized globally. However, communicating this relevant knowledge and information to rural communities continues to remain as a major challenge even today, though the world has been better connected than ever before. The advent of new age Information and Communication Technologies (ICT'S) especially personal computers, the internet and mobile telephone during the last two decades has provided a much wider choice in collection, storage, processing, transmission and presentation of information in multiple formats to meet the diverse requirement and skills of people. Donor's Inter-governmental agencies, National Governments, Non Governmental Organizations and the Information Technology (IT and non IT) during the last two decades have significantly in extending the rich of ICT's. Many of them have also experimented with its new and varied application in promoting development and this includes are as health, agriculture, governance, financial services, employment and education.

The role of ICT's is recognized in millennium development goal no.8 (MDG8) which emphasizes the benefits of new technologies, especially ICT's in the fight against poverty "with 10 percent increase in high speed internet connections, economic growth increases by 1.3 % observed the recent World Bank report on Information and Communication for development (World Bank, 2009) the same report also observed connectivity, whether the internet or mobile services, to remote areas and is helping to change people lives in unprecedented ways"

2.2.1 Meaning of Women Empowerment

Empowerment of women means many things to Bhasin (1992);

- It means recognizing women's contribution to build their knowledge.
- It means helping women fight their own fears, feeling of inadequacy is inferiority.
- It means women enhancing their self-respect and self dignity.
- It means women controlling their own bodies.
- It means women become economically independent and self-reliant.
- It means women controlling resources like land and property.
- It means reducing women's burden of work.
- It means creating and strengthening women's groups and organization.

2.2.2 Empower Women Characteristics

According to hall (1992), the empowered women share the following characteristics;

- Empowered women define their attitudes values and behavior in related to their own interests.
- They have autonomy because they claim their freedom from existing male hierarchies, whether they live in traditional society or modern hierarchical societies.
- Empowered women maintain equal kindness rather than act our roles that merely confront and challenge made dominance.
- Empower women do not aim at being superior to men.
- They respond as equal and co- operate in order to work forward the common goal.
- Empowered women use their talents to live fulfilling lives.
- They have not only survived the harshness of their own defeat, but they have also transcended their defeat, thus moving themselves through survival to fulfillment.
- Empowered women maintain their strength in the presence of pressures from family, religion and work, they contribute in forwarding the empowerment of all women.
- Empowered women may continue to meet their family responsibility and participate in religion.
- They choose to do in many ways that strengthen rather than weaken them, however which is also advantageous for others.
- Empowered women rather from the traditional responsibilities, but they build their own ways of doing things.
- Empowered women can found in all social groups and societies. However, the optional conditions for empowered women are to the individual and socially they are more empowered women in modern societies, because the collective actions of women are visible and more palpable in those in settings.
- Empowered women define their values and formulate their beliefs themselves.
- They don't derive their sense of being form male authorities.
- They don't live vicariously through them.
- Empowered women strengthen themselves through other's women support and sustain their own moral visions. Their actions flow from their own unique ideals.

2.3 Social Empowerment

Dodd and Guterzz (1990) say although empowerment has been a social work brizzword since 1960 most members of the profession have not taken serious systematic book at the major roof of the word “(power)”.

According to Pillai (1995) Empowerment is an active, multi- dimensional process which enables women to realize their full identify and powerful spheres of life. Power is not a commodity to be transacted, it can given away as aims. Power has to be acquired and once acquired it needs to be exercised, sustained and preserved.

French and Raven (1959) describe five bases of social power, reward, coercive. These sources of power derive respectively form,

- One's ability to provide rewards or remove punishments.

- One's ability to impose punishments.
- One's normative, role oriented values
- One's degree of credibility or informational influence

2.4 Ensuring Women's Participation in Social and Political activities

Normally women are aware about the issues affecting women but they don't know the ways and means to solve those problems. When they have power and occupy responsible positions they might take some measures to curb menaces affecting women. Even though they are in powerful positions they may not do on their own and hence they seek the help of other women, so they might raise their voice collectively.

Chart 2.5: Political Freedom

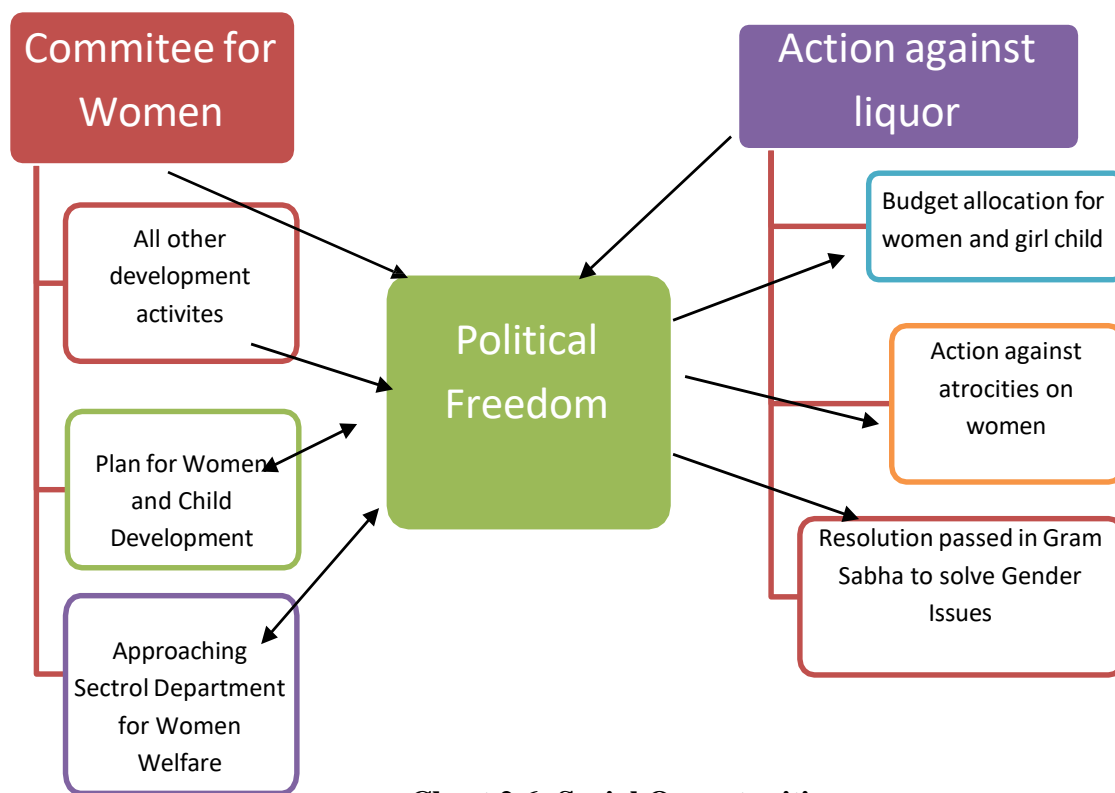


Chart 2.6: Social Opportunities

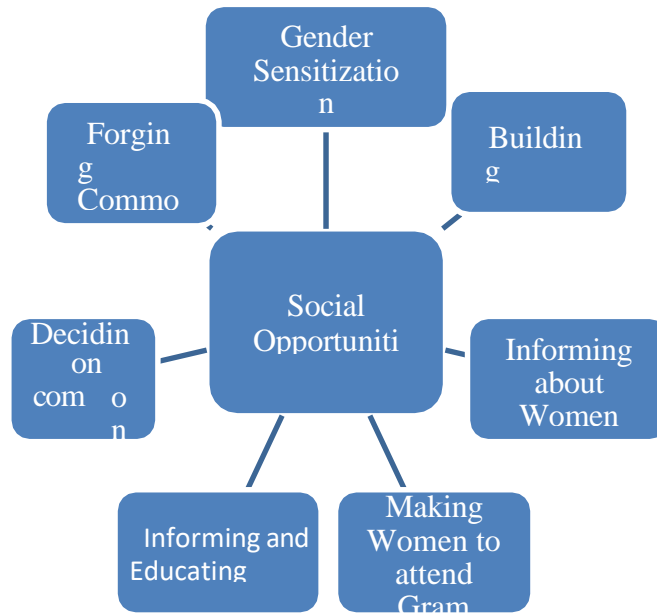


Chart 2.7: Economic Facilities

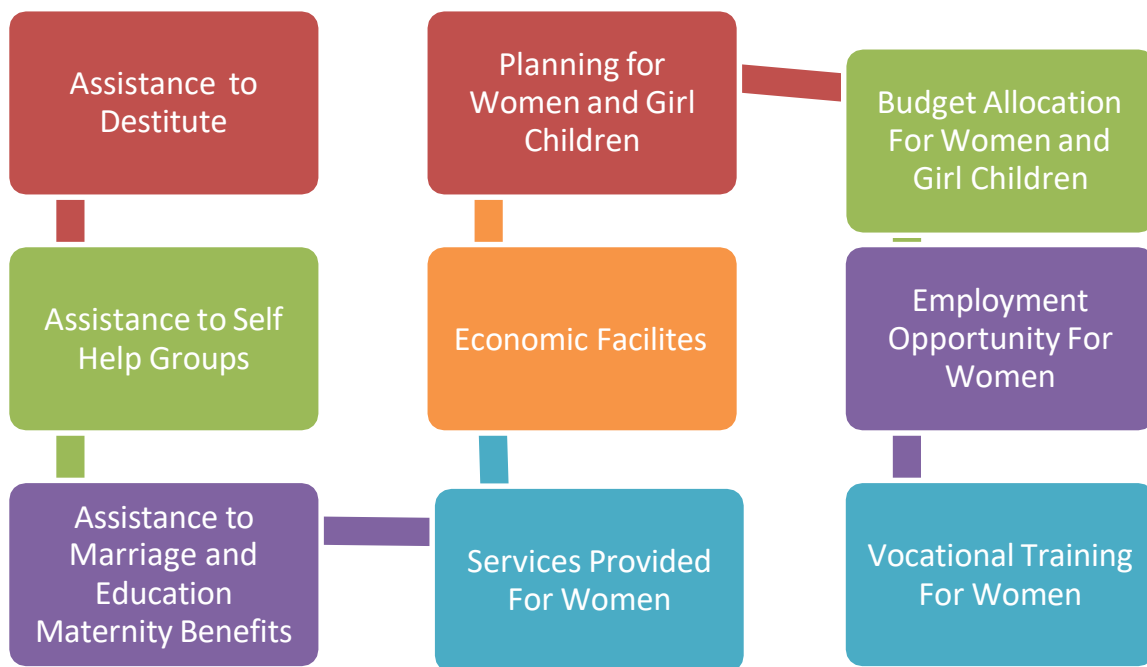


Chart 2.8: Transparency Guarantee

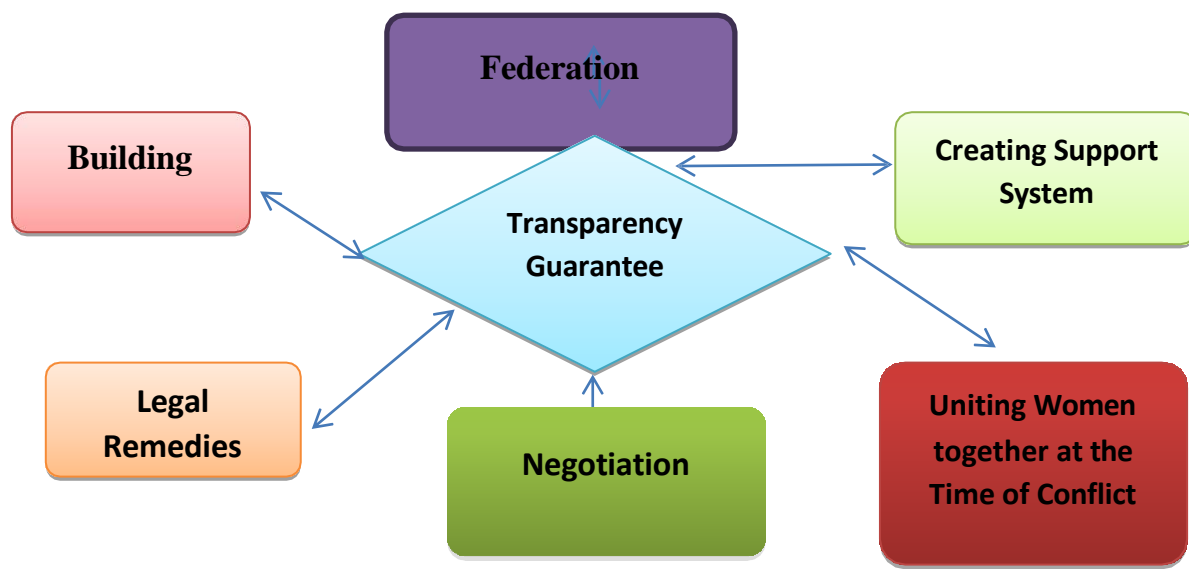
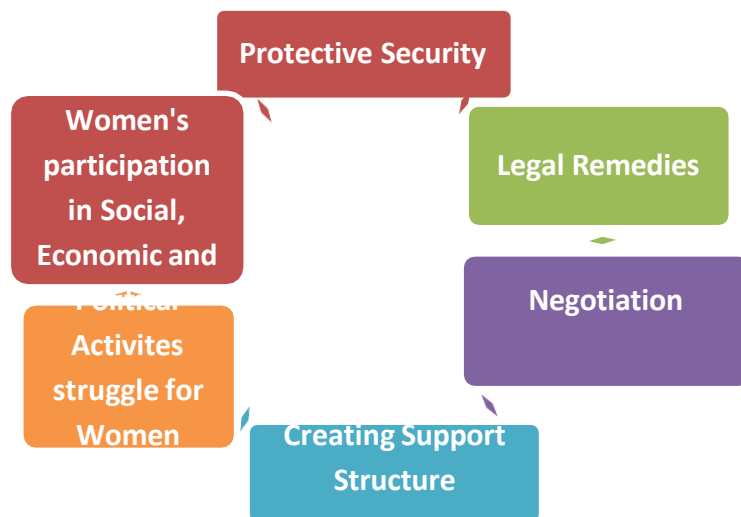


Chart 2.9: Protective Security



2.5 ICT for Sustainable Development

ICT has opened up new opportunities for governments to manage things differently and in a more efficient manner. Many countries have launched specific initiatives for open government. Need of international cooperation for use and promotion of information and communication technologies for development trying to bridge the digital divides within countries, regions and the world. The concepts of “Information Society” has made it essential that no country can develop without involving and focusing on regional and global development perspectives. When we talk about the role of ICT in social empowerment of women it takes into account many areas which can benefit from faster access and enhanced product activities by using ICT as an instrument for social-economic empowerment of women.

ICT is an integral part of development strategies of both developing and developed countries. It has great potential to bring in the desired social transformations by enhancing access to people, services, information and other technologies. ICT has enabled citizens to demand information and better services from governments today are under increasing pressure to deliver a range of services from ration cards, motor driving licenses and land records, health education services in a manner that is timely, efficient, economical, equitable and transparent.

2.5.1 The Role of Women's Use ICT in Sustainable Rural Poverty Reduction

Women around the world play an important role in food production and distribution. Improving women's access price and product information, increasing their supply chain options for exporters and freighters strengthening women connection to any knowledge that helps increase their competitive power and improve earnings will lead to increased potential wealth development and economic development.

The rural women increase their income may lead to an appreciation. ICT delivered knowledge then becomes a two way beside for informing women about the potential for their participation. In development and better informing agencies and their officers about the impact of engendering ICT policies as a strategy for rural poverty reduction

2.6 The Development Benefits for Communities that Provide Broadband Access for Women

Access to reliable and affordable broadband provides women and men with an opportunity to access the immense sourcing of knowledge and learning material online. While much of what available has been developed by men for women specifically for English speaker, there are still resources that allow women to learn new skills and to perfect existing skills. They can join online professional networks where one can exit them and meet the women in the larger community in ways the current culture or deficit of women will not provide.

Electronic mail provides safe means to communicate with support of the value of improved policies that will allow both increased ICT access to women and ensure that training is provided to build women's capacity to manage the information they received as effectively as possible. In the book "Gender and Digital Economy: Perspectives from the Developing World" reveals the information about the economic opportunities through ICT's can change the position of women within their families and work place, give them better choices for their livelihood."

However, women farmers in agriculture have unique challenges that their male counterparts don't face specifically, access to the internet in rural areas can only possible through common access points called telecenter's or cyber cafes. These specialize center are usually not open for women and several cultures glare upon women who mingle with men in those locators policy makers and practitioners alive need to consider this when implementing their plans. Special provisions need to be created, such as women only. Telecenters or women only capacity building operations. This will allow women to benefit equally from information access and to reduce the impact of the ICT gender gap on rural development.

Limited and lack the ability to be achieved by a worldwide policy formulation. Governments have a critical role to play in re-examining policies for access an excluding environment and the ability factors which ensure equal opportunities for full productivity and

benefits for women and men E-Governance and Women Empowerment

The poverty can be adequately addressed by effective use of e-governance and ICT application in environmental management. Improved governance by using ICT can have direct impact in reducing poverty and improving the empowerment. ICT can contribute fostering women empowerment and participation by making government processes more efficient and transparent by encouraging communication and information sharing among rural and urban people.

2.6.1 The Transformation Impact of E-government Services for Women

E-government services can target the needs of women including up-to-date and cost free public information and services about women's rights inheritance and family laws, health care or housing. While it is not easy to measure the impact of ICT in the area of government, health and education, the repercussions of ICT are having in these sectors are real and a number of studies and surveys have produced some concrete results.

There are a number of impacts that can be identified with regard to e- government , including improved information flows, reduction of process time and cost, an increase in efficiency and transparency, networks, family members and potential business contacts women economic opportunities are linked directly to women to benefit from new electronic based services such as land title registration, women can fully participate as developers of economic productivity and wealth to support their families and communities. Older, manual, paper based services did not make any provision for the female citizen and instead required male relatives to fill the paper forms of land or other titles. For many countries the process of automating reforming registration process has triggered a though reform, which has worked benefit women. With the exception of few countries not much progress has taken place. Some middle income countries are strongly promoting women education on ICT's, while others are focusing on empowering women entrepreneurs venturing in ICT sector

ICT and equal opportunities for women and men showed gender to be an important issue to be placed. There are many ways in which e-government impact on women's level of households and e-government services can mean less time needed for queuing up in front of doors of different department. It may also bring the women closer to government and make it easier for them to monitor state and budget activities in their localities in order to influence the decisions that affect their lives. Finally women feature as a significant member of public administration staff and e-government programs may bring negative changes to their position in labour market. For example: Many women working as administrative staff in banks or insurance companies lost their jobs along with the introduction of ICT's.

The panelists offered some good suggestions on next steps that can be taken to ensure the women and men take advantage of the national e-government programs. The assessment of women's information and networking, the partnership projects development among women from ethnic minorities are valuable for all individuals who generally lack information of their legal rights and procedures to obtain required services

2.7 Role of ICT in Rural Marketing

The role of ICT in strengthening rural livelihoods, providing market information and lowering transaction costs of poor farmers and traders. One of them is the Grameen Bank, it's known as a micro-credit institution has also pioneered in ICT related activities with the women. As women are often unaware of their rights, entitlements and the availability of various government schemes and extension services. ICT can also improve their access to the information they need. Through info kiosks or with the help of mobile phone female farmers can access information on market prices or an extension services. Timing is often crucial when it comes to the sale of produce. Women workers can also get information on available jobs and minimum wages.

A rural woman need diverse kinds of information such as government rules, regulations, policies and subsidies, daily news, update information on pesticides, crops selection, prices of communication on health and economy etc. With ICT the rural women would be able to get rapid access to information about different things such as health, education, business, employment etc.

2.7.1 Some of the Importance of ICT for Rural Consumers across Varied are as follows

The role of ICT increases access to market information resulting in lower transaction costs for rural consumers and business men. ICT can play a vital role in making information available to the forming community at a reasonable price. It also get information about going rates in the market the prevailing minimum support price for his produce and places where he can get the better return for the same. Thus it bridges the gap between the urban and rural market by developing urban analog markets which act as vital linkage between the urban and rural population

2.8 Empowerment of the Rural Women

The usage of ICT is an effective tool for women empowerment in rural and urban areas. But comparable to obtain the information they have access to the internet. The knowledge obtained is sufficient to begin the process information resources. It can be used to create the demand that will generate the detailed information of useful information system. ICT will help them to make informed selection with regard to their own development and thus rural women world able to influence designs that are taken by others but which have an effect on their future decision support to administration local today institutions can also function effectively, if they have access to information about the needs to seminar levels of government. ICT has increased their employment opportunities as they can get information about happenings in other parts of their state and various means of earning money.

2.8.1 Beneficial for the Farmers

One of the benefits of ICT lives in providing timely and accurate information. Now, the rural women farmers can get information about the weather, including monsoon, threat of floods and other natural calamities. It reduces the farmer's dependence on uncontrollable natural factors and allows them to plan their groups. It acts as a warning signal and helps the farmers to avoid risks.

2.8.2 Social Empowerment (Social Networking)

Social Media or Social Networking is the effective tool for grouping of individuals into specific group women in online. When it comes to online social networking, the websites work like an online community of internet users, regrouped depending on their common interests in hobbies, religion, politics and alternative lifestyles.

Role of social networking for women helps to foster collaboration, can replace internet and corporate directories, it also promote non-email conversation channel, creating this a forum where conversation flourishes based in part on experiences with the products and services that women sell. Also they mass likeminded people around shared interests with external force, no organizational center and a group sense of what is important and what comes next. Online communities especially women spread globally, while managing to retain reground culture and behaviours.

Social networking like Facebook, Google +, LinkedIn, Twitter, Whatsapp etc. It helps to get lot of information about government schemes, training programmes for women, micro loans, job opportunities, marketing, women organization and NGO etc. The professionally qualified women in the e-workforce. The changing the position of women regarding the teleworking is a metonymy of the change in society.

By concluding, the role of ICT helps in education in English proceeds an advantage in getting access to teleworking women. Due to the prevailing thinking that home based work is essentially women's work, it is likely that company's adoption telework systems would prefer women. Part of the reason for this preference could be ideas that women might be tempted to opt for telework as it enables to manage their multiple roles effectively. While the system provides women with the possibilities of managing their homes and earning a living, there is a danger that their contribution to society will remain invisible. If world not challenge the existing gender inequity in the home or prevailing stereotypes that domestic work is essentially for women's work.

2.8.3 Teleworking

"Teleworking" means distance working in which the information technology connects the computers of employees to the computer of the main employing organization, emerging new virtual, work environments. Only in the mid 90's did India start touch with this new kind of e-working. And this happened very fast in India because of many advantages that our country has english speaking and technical educated college graduates. Tata consultancy services deputy chairman Dr. F.C Kohli said, we are the crossroads of India's economic development. Teleworking gives is a unique opportunity to enter the globed network economy as a world class player.

Those women who working in telecenters have a new chance of having access to a job, staying with a computer on and so do men and women who live in isolated and remote areas have new opportunity due to technological advances such as falling price of computer and telephone connectivity, to get access work online. The job opportunities being offered by information technology along with the freedom and place is attracting a very high percentage. Enhance Awareness through Women ICT Education

2.8.4 ICT Trends Women Education

An educated and enlightened women can assist in reducing the incidence of illiteracy, poverty, ignorance and ill health our youth. Their awareness about the legal rights and their empowerment will make the development faster. Our women have more rights than woman of other countries. Wherever they are not conscious of their rights, she is able to practice them at least in her family environment.

ICT education also helps in empowering women and the folk women are the right persons and they should come out of their cocoon which makes women empowerment to be a fruitful than from several other means such as media, which are used for creating awareness on legal rights of women. It is not just enough to educate women for their empowerment education of their household head and community awareness can be given through Information and Communication Technology.

The “Empowerment of Women” refers to giving decision making power to women in social, economic and political spheres of life. Women empowerment is necessary condition for the development process. In the World Bank policies research report, it is unambiguously suggested that women empowerment is progressively recognized as an important policy goal for improving not just the wellbeing of women themselves not also for its positive impact on the family.

Women empowerment through ICT makes gender equality and development of women having bank account, women access to media, married women can do any. Online job in home itself, job opportunity, family development etc. It does not believe in outdated social cultural norms and education of household have positive impact on women empowerment. It is essential for the achievement for sustainable development. Some of the studies used the socio economic status of women i.e. education and employment as the best producers of women’s autonomy.

2.8.5 ICT Trends in Education

Women can use ICT as effective tool in the development through the familiarity and comfort with the application of technology to improve socio – economic condition of women.

2.8.6 ICT Education through Distance Mode

The distance mode ensures anywhere, anytime connectivity, women’s can study at their convenient time by simple logging into the distance learning online interface. The online medium thrives the quality factor with the much advancement made in information and universities of reputed have employed e-learning systems, which recreate a real time classroom setup called control class room.

2.8.7 ICT Education through Software

Software is one of the most critical ingredients in the implementation of ICT education as most of the academic institution offering online courses to their local and remote areas of women by means of new teaching methods, the software can be used by women for achieving different goals including spreadsheet and database application and multimedia etc. E – Learning through Internet

E- Learning can be defined as learning opportunities and facilitated by electronic opportunities and electronic technology enthusiastically. The biggest advantage of e- learning lies in its ability to cover distances and learning via different communication protocols. The

internet has become one of the powerful tools in the current educational environment particularly for women empowerment it brings fundamental academic research can obtain information through literature review to data analysis and dissemination.

2.8.8 ICT Education through Mobile

The Empowerment of Women through ICT can be enhanced by connectivity through wireless, cell phone technology that allows access to the internet and the world wide web. The use of mobile devices for communication and information access to ICT applications has increased. The cellular phone networks report that half of the world population now owns a cell phone to access. Women's are interested to new types of ICT in the stipulated time and without critical bugs often involving extensive travel. The project orientation of the industry with rapid technology changes that make skills quickly outdated requires software professionals to frequently re-skill. Consequently, software professionals need to put in extra training and educational hours to keep up with these changes.

Women who aspire to play a bigger role in technology need to maintain a consist only high learning curve. With the constant innovation happening in ICT area, it is not enough to be a good worker in the IT industry, one must keep updating technological skills. Long working hours, unpredictable workloads and the constant pressure of updating skills all have a strong impact on the work-family balance of software professionals.

However, it must be recognized that in Indian society, where a women's relation herself, her family and society is being redefined, the new and expanded role of women with a strong occupational identity is putting a lot of pressure on women's time and energy. Indeed, balance was one of the cited challenges of IT work in a study on women working in information technology

2.9 Rural Women and the Digital Divide

In India, rural people especially lower caste women's and socially marginalized communities are facing problems of trouble free communication and accessing information technologies. They are not able to communicate freely and use the technologies because of the social control and economic factors. Indian women have been traditionally been excluded from the external information sphere, both deliberately and because of lack of freedom or low levels of education.

The digital divide between rich ICT's are powerful catalysts for political and socio-economic empowerment. Technology based social empowerment especially for a rural woman is a new emerging concern in the present information world. The population of women and women is equally distributed. They have the same potential knowledge and strength. However equal opportunity has been denied to them, they are socially excluded and discriminated against in many developing and under developed countries. They are unable to express their knowledge through real potential and skills. They cannot communicate freely and express their ideas openly. This has led to waste of human resources in many countries.

A United Nations Education Scientific and Cultural Organization (UNESCO) report on "Gender Issues in the Information Society" stated in the capability of women to poor. Rural and urban, men and women, lower caste and upper caste has created a huge gap in the accessibility of the technology. The digital divide is often characterized by poverty, illiteracy, lack of computer

literacy and language barriers. To overcome these constraints, some initiatives have been taken by world forums, for example in the year 2000. The economic and social council of India adopted a ministerial declaration on the role of information technology in the context of knowledge based economy.

There is potential for ICT's to eliminate gender inequality and to empower women in society. However, the existing gender divide and inequality are major barriers. The United Nations Commission on Science and Technology for Development (UNCSTD), 1995 identified significant gender differences in levels of accessibility of ICT's. The information revolution appears to be by passing women. Fewer women are accessing and using ICT compared with men, even though use the information through ICT is dependent on many social factors, including literacy and education, geographic location, mobility and social class. Social development movements, various kinds of development activities, programmes, welfare schemes and constitutional facilities have helped women to reach the main stream of society.

In the process of women empowerment, the ICT's are also playing a major role especially through technologies like cell phones and the internet is an extremely efficient ICT for the empowerment of women. It has been accessed by the majority of people are rural, urban, rich, poor, educated and uneducated because of this feature. The internet is not as easy as other ICT's. It needs basic education and economic support. This technology cannot be accessed by the majority of rural community.

There are number of projects implemented in developing countries like India for socio-economic empowerment;

- The India shop, an e-commerce website in Tamil Nadu – It sells product made by rural women co- operatives and NGO's.
- The Development of Humane Action (DHAN) foundation and Swayam Krishi Sangam are using ICT's such as hand held devices and smart cards, to improve micro- finance projects to empower poor women.
- The self-employed women's association (SEWA) has several projects for women, including community learning centers.
- The school of science and "technology for self –employed women and the home projects", which provides mobile phones to women in informal sector.
- The MS Swaminathan research foundation (MESSRF) is setting up its rural centers called village telecasters or village knowledge centre's (VKC) in many part of Tamil Nadu, Kerala, Odisha and Maharashtra.
- The Chennai based rural development ICT initiative called Te Ne T has set up village information centers in many parts of Tamil Nadu and other states in India.

2.10 Enabling Women's Economic Empowerment

ICT interventions that are directed at economically empowering women capitalize on the potential of these technologies as knowledge and networking tools for women as producers and distributors of goods and services. The tools are used to connect women to new and wider markets, broaden their social networks and provide them with information that opens up important economic opportunities.

ICT can provide new opportunities for women's economic empowerment;

- Creating business and employment opportunities for women as owners and managers of ICT accessed projects, as well as employees of new business ventures.
- Creating an environment, including through training where women feel comfortable participating in community development activities and advocating for their needs and priorities.
- Developing ICT based tools that address women's specific needs and are run by women business planning courses, ICT training access to market, trading information services and e-commerce initiative's.
- Offering economic empowerment or opportunities in salaried employment and entrepreneurship as well as in the ICT sector itself and in jobs enabled by ICT.
- ICT helps them to increase their monthly income.
- ICT provide jobs and opportunities for women ICT education makes women economically sound that is source of other all types of women empowerment

2.11 Role of ICT in Women Employment

ICT makes the role of time and distance less significant in organization business and production related activities as a result of the technology, a high proportion of jobs outsourced by big firms are going to women. Women therefore can work from anywhere and anytime, to raise that extra income to become more financially independent and empowered. Recently, companies like ford and general electric have come to Asia and employ a large number of women workers having basic information technology and data management skills. New areas of employment such as tele-marketing, medical transcription etc. Have also opened up transcription job opportunities for women. These are opening up avenues where now existed before.

Significantly, the process of initiating knowledge networking by itself creates jobs in developing countries. Knowledge networking requires skilled and trained knowledge workers who can perform specific tasks of understanding, compiling, analyzing, searching, providing value addition and disseminating information etc. A number of women get employed in such jobs.

2.12 ICT and Women Self Help Group's

In Tamil Nadu, the study found the varies SHG's have been formed and involved in the barrier types of work but the sole aim in the income generation. These SHG's have opened various centers which focused on computers, there are significant media linkages, all of different types. For example, peripheral equipment particularly digital cameras, telephone and printer, scanner, photocopiers have gradually made an impact comparable to computer itself, particularly in the must rural groups who have had least to modern world.

The experience of answering the phone for the first time or using it to phone a technician at the local technical partner cannot be separated from the experience of using the computer themselves. They were part of the same conception at the center as a space of modern technologies with multiple and sometimes confusing or problematic function. Use of the printer was a significant technical achievement for some users and it became a technical and social focus in its own right, not just an adjunct to the computer. In Tamil Nadu, there is considerable

excitement about visual multimedia-computer drawing. Digital photographs and use of power point. It can be argued that some SHG's divide the computer itself into multiple technologies it is both a tool for learning essential modern silks and at the same time it is a visual medium for personal expression and enjoyment through activities such as drawing and watching Digital Versatile Disc's (DVD's.).

2.13 Role of Communication Technology

Information Technology is the common denominator that links people, irrespective of caste, class, sex, religion or political alignments. This is why it became even more important to evaluate and assess the role of communication technology in empowering women, particularly from the point of view of access and utilization gender equality through gender sensitization. Communication Technology can be used to impart information and that in turn will lead to motivation, mobilization and action. Communication technology can encompass different approaches, welfare participatory and catalyst approaches, with women as changing agents. Information reinforced with success stories can motivate women to adopt healthy life styles for instance, information on immunization, child mortality, maternal mortality, sanitation, nutritional awareness and causes, prevention and treatment of diseases can be disseminated far and wide via communication technology.

Although computers and the internet are altering the way we work, communicate, learn and play, the possibility of installing personal computers (PCS) in Indian villages is still fairly remote. Most villages are not still without roads usable by cars, nor do they have a stable electricity supply.

2.14 Role of ICT in Socio-Economic Scenario

Information is a power which needs for women in the new globalized environment are as diverse as the socio-economic scenario. Treating women, as a monolithic group will oversimplify their information needs. Within group itself, globalization has created the haves and have not's those related further into disadvantaged position under the new economic policy.

2.14.1 Urban Women and ICT:

The Role of ICT in urban women needed for the following information:

- Research
 - Educational opportunities including prospects abroad
 - Career advancement facilities
 - Job and Employment prospects in India and abroad
 - Matrimonial
 - Fashion and Market values
 - Information
 - Art and Entertainment
-
- Social support system for working women legal rights and provisions.

A large chunk of women who have been adversely affected by the globalization processes are the poor urban slum dwellers and women. To say the least they are the most marginalized people in urban sector. Their information needs are only for survival. They may

needs information on the following ground

- Health services and child care facilities which are available free of cost
- Job opportunities in the low paid informal sector including domestic services
- Housing availability specially in slums
- Free educational facilities for their children specially for boys
- Information regarding government programmes for the poor and how to deal with the procedure
- Legal provision against sexual harassment domestic violence and social injustice

The largest group, which has been marginalized from getting any need based information in the rural poor, through this is the most active group of women in the rural sector, they have never been especially for information dissemination. Information needs will encompass their economic, social and family roles. As net pointed out by the focusing on the improved use of information and communication technologies, women can broaden the scope of action and address issues which were previously beyond their capacity.

For Example: Knowledge networking for influencing devices on making re-strengthen she democratic processes and brings the recognition to the power of women community as it enables the decision making mechanism to carry on right below to involve women at the grass roots well without being concentrated to the bureaucratic approach of the more formal institutions. All though mechanisms to carry out their tasks would take lot more time and efforts.

2.14.2 Rural Women and ICT

Like urban –rural disparity, the women also divided on the basis of economic and social positions in the rural society are mainly from the landed gentry's class or from the highly sophisticated politically important families. They are also usually from the upper caste. Their information needs are akin to that of the urban elite women excepting for the fact that they often passive viewers in the changing socio economic because they are bound by the upper caste traditions where patriarchy rules supreme. The rural education middle class women are more prone to change. They are in the process of gradually breaking the caste and class barriers are working towards better education and economic independence. They are in urgent need of information regarding their new entitlements.

- Educational opportunities outside the village
- Job opportunities in both formal and informal sectors
- Government assistance programs for career advancement within the restriction of traditions
- Health services including sexual reproductive health
- Modern child care facilities
- Legal provisions to counter sexual harassment, domestic violence and social injustice

The largest groups, which has been marginalized from getting any need based information is the rural poor. Though this is the most active group of women in the rural sector, they have never been specially designed for the rural poor has to be need based because this group has been worst affected by the process of globalization. Their information needs will encompass their economic, social and familial roles. As net pointed out by focusing on the improved use of

information and communication technologies, women can broaden the scope of their action and address issues which were previously beyond their capacity. For example: knowledge networking for influencing decision-making strengthens the democratic processes and bring recognition to the power of women community as it enable the decision-making mechanism to perpetuate right below to involve women at the grass root level without being concerned to the bureaucratic straitjacketed approach of the more formal institutions. Alternative mechanisms to carry out these tasks would take a lot more time, resources and efforts.

2.15 SWOT Analysis

A Comprehensive SWOT analysis was conducted to identify the strengths, weakness, opportunities, and threats those are related to ICT based women empowerment schemes through primary and secondary data as explained in the methodology.

The study shows that there are many strong aspects to provide a conducted government environment for ICT related schemes based on women socio and economic empowerment

2.15.1 Strengths

- Good ICT infrastructure in the Thiruvallur District
- Availability of employed educated women in Thiruvallur District
- Preference of ICT jobs for women in the Thiruvallur District
- Skill training through technology given by Tamil Nadu Women Development Corporation particularly for women Socio - Economic Development
- Potential of ICT for micro- enterprises
- Government support especially change in labor law allowing night shift for women

2.15.2 Weakness

- Insufficient member of ICT trained women in Local Body Institutions at Thiruvallur District
- Less awareness of ICT related schemes in Thiruvallur District
- Lack of supporting organizations
- Less priority given by government to ICT promotion particular women who working in Local Body Institutions

2.15.3 Opportunities

- As a result, government transforming the activities into digitalization government
- Growing socio-economic status of women through ICT related jobs

2.15.4 Threats

- Competition from opposite gender
- Lack of ICT schemes in Thiruvallur District based on women empowerment

It is universally accepted that ICT offers immense opportunities for the comprehensive social and economic development of developing Countries. Without its adoption, there is little chance for countries or regions to develop. However, the potential of ICT as a technology for the women empowerment is still unused in many countries. As a result of this, gender gap in the digital is increasing in many developed country. It is imperative to ensure that women in developing countries understand the significance of ICT and use them for their economic, social and political mainstream of their countries.

Information Technology can offer significant opportunities for virtually all girls and women in developing countries, including poor women in rural areas. However, their ability to take advantage of these opportunities is contingent upon conducive policies, an enabling environment in their countries to extent increased levels, financial support and infrastructural support. Hence, effort should focus on increasing number of women studying IT related subjects in formal schooling and seeking IT training outside of school, as well as related areas to help them fully utilize IT skills.

The following information were analyzed in this research study about the ICT based women empowerment by self-help groups of poor women have helped the demystification of the common man that a few elite ones in the society are the only beneficiaries of the powerful ICT. They have begun to consider ICT as a tool for attaining knowledge and development by everyone. The strategy to encourage the participation of the poor women in the digital revolution is expected to reduce gap in digital divide.

CHAPTER – III

PERFORMANCE OF WOMEN EMPOWERMENT THROUGH INFORMATION AND COMMUNICATION TECHNOLOGY IN THIRUVALLUR DISTRICT

Empowering women in the technology sector will provide a boost to the economy and allow for full participation in society. Skills and education for the digital world as well as web entrepreneurship are key elements to make it happen. Only 30% of the around 7 million people working in the Information and Communication Technology (ICT) sector is rapidly growing, creating around 1,20,000 new jobs every year. Due to difference in demand and skills and despite high unemployment. There may be lack of 9, 00,000 skilled ICT workers in 2020.

A Study on Women active in the ICT sector was published in October 2013, found that allowing more women to enter the digital jobs market can create an annual 9 billion GDP boost in the European Union area. A policy change is needed particularly because of an alarming drop in ICT female graduates (today only 29 out of every 1000 female graduate have a computing or related degree, and only 4 go on to work in ICT-related activities)

3.1 Participation of Women in ICT related Programs

One way to reverse this trend encourages young people, and in particular women, to take up an ICT related careers. One of the pillars of the digital single market is the e-Society people can manage their lives online, with good infrastructure and the right skills. In order to empower women in the technology sector we specifically support them in three domains to education, entrepreneurship, research and innovation. Skill and knowledge are the driving forces of economic growth and social development of a country. In rapidly growing economic like India with a vast and ever-increasing population, the problem is two-fold. On one hand, there is a severe paucity of highly trained quality labour while on the other large sections of the population possess little or no job skills. India has seen rapid growth in recent year, driven by the advances in new age industries, the increase in purchasing power has resulted in the demand for a new level of quality of service. However, there is a large shortage of skilled manpower in the country. In the wake of the changing economic environment, it is necessary to focus on inculcating and advancing the skill sets of the young population of the country.

3.2 Skill India Mission

India has been a country that celebrates knowledge and intellect skills, however are not celebrated. Vocational and skill development courses are looked down upon and such students are automatically delegated to a lower level in comparison to those who pursue professional degree courses. Even the aspirations of youth imagine only the formal education courses for the employment than the blue collar work. It is here that skill India mission is trying to make a significant with the explicit objective for the first time to raise the social awareness about the values of skills and vocational education, so that their dignity could be restored.

Dismal numbers in the Labor Bureau Report (2014), show that the current size of India formally skilled workforce was only about two percent and also the face that there is a huge army of educated unemployment youth. This point to a significant flaw in our education system. Huge gap remains between the talent coming out of the colleges and its suitability in terms of employment. The need for appropriate and adequate skill development, which could convert the youth into technically skilled manpower, was directly felt.

It is in this backdrop that Skill India Mission and Draft Education Policy(2015) should be seen. These are attempts to reap the "Demographic Dividend" of India. The Skill India Mission aims to create a skilled and job ready workforce by equipping it with employable skills. The

mission aims to skill over 40 crore people by 2022 so that they could be absorbed in the industry.

Skill India Mission is also an attempt to correct the historical mistake of de-contextualizing the vocation education from formal education. One of the explicit objectives of Skill India Mission has been the recognition of the need of convergence between formal and vocational education. Recognition of Prior Learning (RPL) and the push towards "Vocationalization of Education" would go a long way towards attaining the goal of inclusive growth. An equally vast number of informal sector craftsmen are also being promoted by the initiatives like up gradation of skills and training in ancestral arts and crafts for development (USTAAD), learn and earn where skilled in traditional trades and employment in informal sector is being recognized as a skilling outcome for the first time.

3.3 Importance of ICT in Women

Information needs for women in the new globalized environment are as diverse as the socio-economic scenario. Treating women, as a monolithic group will simplify their information needs, within women group itself, an advantageous position due to globalization and those related further into disadvantaged position under the new economic policy. The information needs will also differ accordingly. The folk women are classified on the basis of economic and social positions in the rural society to understand their information needs. Elite women in the rural sector are mainly from the landed gentry class or from the highly sophisticated politically important families. They are also usually from the upper castes, their information needs are akin to that of the urban elite women except for the fact that they are often passive viewers in the changing socio-economic scenario because they are bounded by the upper caste traditions where patriarchy rules supreme. The rural educated middle class women are more prone to change, they are in the process of gradually breaking the caste and class barrier and they are progressing towards better education and economic independence of information regarding their new entitlement.

The largest group, which has been marginalized from getting any need based information, is the rural poor. Though this is the most active group of women in the rural sector, they have never been specially considered for information dissemination. Information system specially designed for the rural poor should be mandatory because this group has been worst affected by the process of globalization. Their information needs will encompass their economic, social and familial roles.

The improved use of information and communication technologies, women can broaden the scope their action and address issues which were previously beyond their capacity. For example, knowledge networking for influencing decision-making strengthens the democratic processes and brings recognition to the power of women community as it enable the decision-making mechanism to perpetuate right below to involve women at the grassroots level without being concerned to the bureaucratic straitjacketed approach of the more formal institutions.

3.4 Initiatives taken for Women

Initiatives of the government and the private sector to adopt standards develop interconnection and accounting systems and to deploy infrastructures, due to liberalization policies, have been the growth of satellite systems and regional wide area networks in India. Emergence of ICT on the national agenda and announcement of ICT policies by several state governments has strengthened. India position in the software driven ICT sector in the world. For example states of Tamil Nadu, Andhra Pradesh, Delhi, Goa, Gujarat, Haryana, Orissa, Punjab, Karnataka and Kerala.

In backdrop of all these development, it was therefore expected that policymakers paid more attention to the unemployment crises. There has been a pronounced change in the approach

of government in dealing with it. The current approach is more based upon empowering the people with the requisite skills, they would need in an enterprise and given the people more opportunities to start small scale enterprises of their own.

3.5 National Policy for Skill Development and Entrepreneurship (2015)

Vision of this policy is to create an ecosystem of empowerment by skilling on a large scale with high standards and to promote a culture of innovation based entrepreneurship, which can generate wealth and employment. This policy has the explicit objective to foster innovation and social entrepreneurship to address the needs of the population at the “Bottom of the Payment”. It aims to provide an umbrella framework to all the skilling activities being carried out within the country, to align them to the common standards and link skilling with demand centres. It also identifies the institutional framework to reach the expected outcomes.

3.6 The National Policy for Women (2016)

3.6.1 Science and Technology

- Technological needs of women in both urban and rural areas as well as across various sectors will be addressed. Use to technological of as a tool to increase employment reduce drudgery, improve access to health, education and communication service and political participation will be complied and suitably incorporated in training and best practices manuals, and widely disseminated in all training programs.
- Since women greatly benefit from ICTs, mobile telephone applications will be proactively used as a tool for mass communication and dissemination of information on legal rights, payment under wage employment schemes, subsidies, pension payments, markets. Efforts will be made to collect gender based data through phones of feed into policy prescriptions.
- Enabling mechanism will be institutionalized to encourage women to enter into the areas of science, information and communication technology for ensuring technical training. Its access and usage through E-governance in rural areas and to serve as a means for income generation.
- To enable women SHGs, Co-operatives, Federation, Community Based Organizations (CBOs), NGOs to take active part in technology manual will be prepared and cascading training programs organized of multiple levels.

3.6.2 Industry, Labor and Employment (Skill Development, Entrepreneurship)

- As the Indian economy grows and more new and innovative initiatives taken place in the public and private domain women have to have a fair share of these development gains. Indicators of mainstreaming women in the economy such as participation of women in workforce, type allotted to them and their contribution to GDP will be developed and monitored.
- Suitable strategies will be developed and implemented to ensure that women have equal. Opportunities to enter and enjoy decent work in just and favorable environment, including fair and equal wages, social security measures, and occupational safety and health measures. Appropriate steps will be taken to facilitate women workers and economic units move from the informal economy to the formal economy.
- Effort will be made for training and skill up gradation of women in traditional, new and emerging areas promote women employment in the both organized and unorganized sectors as envisaged in the new National Policy for Skill Development and Entrepreneurship 2015. Special emphasis will be given to skill development of marginalized women and those in difficult circumstance in the unorganized sector, and by linking them to urban and rural livelihood Programs. Special provisions will also be

made for promoting re-entry highly / technically skilled women in the job market especially for those who resign or take a break to manage the care economy.

- Entrepreneurial development must ensure participation of women through accelerate involvement in various sectors through Programs and Schemes of various development / ministries while identifying their needs such as access to credit, technology market. Specify efforts will be made to increase work participation of women in the organized and industry sectors. The availability / creation of part-time jobs and arrangement of flexi-hours in the organized sectors will be promoted. Provisions of affordable housing and gender friendly facilities at workplace will be made as more women tend to migrate to cities and metros for work.
- A review of labour acts and policies for increasing female work participation and for eliminating discrimination and promoting equity will be undertaken. Suitable promoting and equity will be undertaken. Suitable policies will be introduced to promote workforce participation in terms of parental leave and child and elder care.
- Effective safety nets mechanisms will be formulated for migrant women such as those working in constructed, domestic, servants, brick kilns participations along with Protection of their entitlement of benefits such as Below Poverty Line (BPL) and cards.
- A mechanism will be put in place for monitoring the compliance of mandatory laws like Maternity Benefit Act and The Sexual Harassment of women at work place (Prevention, Prohibition and Redressed) Act, and display of the right and benefits of female employees provided by the organization. Provisions such as natal and post-natal benefits, child care facilities, flexi time, housing which impact women's productivity will also be encouraged.

3.6.3 Governance and Decision Making

- Establish mechanisms to promote women's presence in all the three branches of the government including the legislative, Executive and Judiciary. Women's participation in the political areas will be ensured at all levels of local governments, state legislation and national parliament with at least 50% reservation for women in local bodies and 33% in state assemblies and parliament to provide more responsive, equitable and participatory development.
- Increase the participation of women in civil services, judiciary and in corporate boardrooms through appropriate modules for guidance and counseling, coaching provision of financial incentives and quotas.
- Increase the participation of women at all levels such as in trade unions, political parties, interest groups. Professional associations, and business / private sector.
- In order to achieve women's full participation and representation at all levels, maintain gender disaggregated data to track and assess progress, or serious inconsistencies.
- Strengthen the Administration Training Institutes (ATIs) to systematically train the civil servants on gender issues to efficiently and effectively respond to the gender based challenges created by the rapid economic growth, devolution of fund, enhanced transparency through the right to information, globalization, climate change and extremism and so on.
- To enable women SHG, co-operatives, federations, CBOs, NGOs to take active part in decision making, and promoting women's rights, capacity building exercises and training programs will be undertaken.
- Quality of women's representation will be improved through greater capacity building and aspects of decision making and women's rights and legislations.

3.7 Participation of Women in ICT

It is a commonly held view that women are less engaged with Information and Communication Technologies than men. Information and Communication Technologies are for everyone and women have to be equal beneficiary to the advantage offered by the technology products and processes which emerge from their use. The benefits occurred from the synergy of knowledge and ICT need not be restricted to the upper strata of the society but have to freely flow to all segment of the female population.

The range of areas in which ICT can put a greater control in the hands of women is wide and continuously expanding from managing water distribution at the village level to standing for local elections and having access to lifelong learning opportunities. ICT in convergence with other forms of communication have the potential to reach those women who hitherto have not been reached by any other media, thereby empowering them to participation in economic and social progress, and make informed decision on issues that affect them.

3.8 ICT Academy of Tamil Nadu (ICTACT)

ICT Academy of Tamil Nadu is a joint initiative of Government of India, Government of Tamil Nadu and Industries. ICTACT is a not for profit autonomous organization focusing on improving the quality of students graduating from various institution in Tamil Nadu, making them industry ready and immediately employable in the ICT industry. ICTACT is governed by an autonomous board of governors with representation from the state government of Tamil Nadu and leading companies in the ICT industry. ICTACT is a pioneering venture under the Public-Private-Partnership (PPP) model that endeavors to train teachers in the higher education sector and students in the areas of ICT, Thereby making the students industry ready.

During in the year 2014-2015, ICTACT has actively pursued the following initiatives

- Trained 2,566 Higher Education Faculty members by conducting 98 Faculty Development Programs in the state benefitting college students.
- Trained 2,538 School Faculty members by conducting 80 faculty Development Programs in the state benefitting School students
- Entrepreneurship Awareness campaign conducted for 30,000 students of 107 colleges as part of the project of EDI, Government of Tamil Nadu.
- Conducted 7 Industry Institute Interaction Conferences (ICTACT Bridge) in 6 cities and conducted 34 Technical Seminars (ICTACT Power Seminars) for students, 3 ICTACT Conclaves for academicians across the state of Tamil Nadu.
- ICTACT has successfully completed 5 Government projects during the year 2014-2015.

3.8.1 Government Projects completed in 2014-2015

Having development its training capabilities, ICT Academy has been servicing the Government Departments on providing training to its employee specifically in the area of ICT and E-Governance. ICT Academy has been involved and is part of various Government Projects. Some of the projects undertaken for the Year 2014-2015 are as follows.

Table 3.1: Government Projects

S.No	Name of the Project	Department
1	Basic Computer Course Training of ITI Students	The Department of Labor and Employment
2	Training for 100 girls at social Welfare Homes	Department of Social Welfare and Nutritious
3	Basic Computer Course assessment certification	DGET, Government of India
4	Soft Skills / IT Skills Training to 100 students	Tamil Nadu Institute of Labor and studies, Chennai
5	Project to Identify Manpower	Department of Employment and Training

Source: Rural Development and Panchayat Raj Policy Note, (2015-16.)

3.9 Skill Training of Women in Thiruvallur District

Community professional training was given to the rural women in Thiruvallur District. These are the following objectives of training.

- Self help group member who are extra ordinary have been selected as community professional and train them as CP.
- Community professional are categorized based on their functional area specialization.
- Selected community professionals are trained in specific subject and skill.
- Community professional are paid remuneration for their services.

3.9.1 Tools of capacity building through the following training methods for women

- Training through structured mobiles in Thiruvallur District
- E-Governance training is given to women
- Youth skill training is provided

3.9.2 Mahalir Thittam

Mahalir Thittam Project is implemented in Thiruvallur District from the year 1997 with the participation of NGOs. The objective of the scheme is to improve the Socio Economic Development of Women.

3.9.2.1 Objective of Mahalir Thittam

- To create the savings habit of the women
- To meet out the internal credit by themselves
- To repay the credit properly
- To improve standard of the family by earnings of women
- To make arrangement to avail the bank loan and benefits from the government schemes
- To know the ways and means for marketing of products
- To create self confidence among the women

3.9.2.2 Community Resource Person (CRP)

The success of Mahalir Thittam is due to the capacity building training provided to the SHG members as well as to the animator and representative of self help group. Trainers are selected among the staff and 6 days will be given to those trainers by the district level master trainers.

3.9.2.3 Animator and Representative Training

The Animator and Representative will be given training of 3 modules for 6 days. The same amount of Rs.45/-per day will be paid as stipend and Rs.12.50 per day as institution cost

Picture 3.1: A & R Training in Thiruvallur District



Source: Thiruvallur District Statistical Handbook

3.9.2.4 Self Help Group Training

After the formation of the groups SHG training consisting of 4 modules for 4 days will be given. During the training period they will be paid a stipend of Rs.45/-per day. The training is conducted by the NGO. Institution cost will be paid to the NGO @ Rs.12.50 per day member.

Picture 3.2: SHG Training in Thiruvallur District



Source: Thiruvallur District Statistical Handbook

3.9.2.5 Entrepreneurship Development Training

Entrepreneurship Development Training will be given for minimum one month for the interested women among the self help group through reputed Institution. The stipend Rs.25/ per day/member will be paid to the participants. Institution cost will be paid to the Institution separately.

Pictures 3.3: EDT Training in Thiruvallur District



Source: Thiruvallur District Statistical Handbook

3.9.2.6 Youth Skill Training (YST)

Placement linked skill training is imparted to the rural youth under Deen Dayal Uphadhyaya Grameen Koushalya Yojana (DDUGKY). Skill is an integral component of national rural livelihood mission that essentially caters to the placement linked skill development of the poor rural youth in the age group of 15 to 35. Out of the total allocation of National Rural Livelihood Mission (NRLM), 25% is earmarked for skills and placement. Broad areas of skill training are IT services and Technical services etc.

Table 3.2: Achievements and Target of Youth Skill Training in Thiruvallur District

Sector	Target	Completed	On Going	Placed
Thiruvallur	1720	880	840	149

Source: Rural Development and Panchayat Raj Policy Note, (2015-16)

Table 3.3: IT Sector Target and Achievement under Skill and Placement (2013-14 and 2014-15)

Sector	Total Trained	Total Placed
Information Technology	7963	5185

Source: Rural Development and Panchayat Raj Policy Note, (2015-16)

Youth Skill Training is given to the youth male and female age between 18-35. The Stipend Rs.25/-per day/member will be paid to the participants. With this among the training is given for minimum 45 days to 6 months through the reputed institutions and Colleges.

Picture 3.4: Youth Skill Training in Thiruvallur District



Source: Thiruvallur District Statistical Handbook

3.9.2.7 Skill Up gradation /Specialized Skill Training

This training is given to start economic activity. A sum of Rs.5, 000/-per trainee has been fixed. With this among training is given for 2 to 3 months through reputed institution and Colleges. After restructuring process is completed the restructured Panchayat Level Federation office bearers, Executive council members will be given governance training and finance training by the state level training. The PLF will be registered and after 6 months completion of registration a team consists of APO concern bank manager and by one selected PLF office bearer nominated by the district collector will be graded the PLF.

Table 3.4: Specialized Skill Training

1	New Group Formation	
	Rural	12533
	Urban	7074
2	Revolving Fund	
	Rural	12104
	Urban	6906
3	Economic Activities-SGSY	1790
4	Trainings	
	A & R Training	19437
	SHG Members Training	19343
5	Youth Skill Training	4700
6	EDT Training	5650

Source: Thiruvallur District Statistical Handbook

3.10.1 PudhuVaazhvu Project (PVP)

3.10.1.1 Youth Skill Training

This is a flagship component under PVP for harnessing the potential of the youth by provide skill training based on the requirements of job market. Unemployed and Underemployed youth in the age group of 18 to 35 years are identified in each panchayat. Based on their interests and education qualifications, opportunities are provided for equipping themselves through skill training. In addition, the industrial establishment participates in the job fair organized by the project for recruiting their manpower needs. Those selected get direct employment after training in those establishments.

Table 3.5: Employment of the Youth Skill Training

Trade	Trained	Employed	Percentage
Computer Skill	54,248	42,093	78
Cell Phone Product	5,895	5,295	90
Driving(LMV/HM)	1,37,778	1,20,838	88

Source: Rural Development and Panchayat Raj Policy Note, (2015-16)¹⁴

3.10.2 Vazhandhu Kaattuvom Project

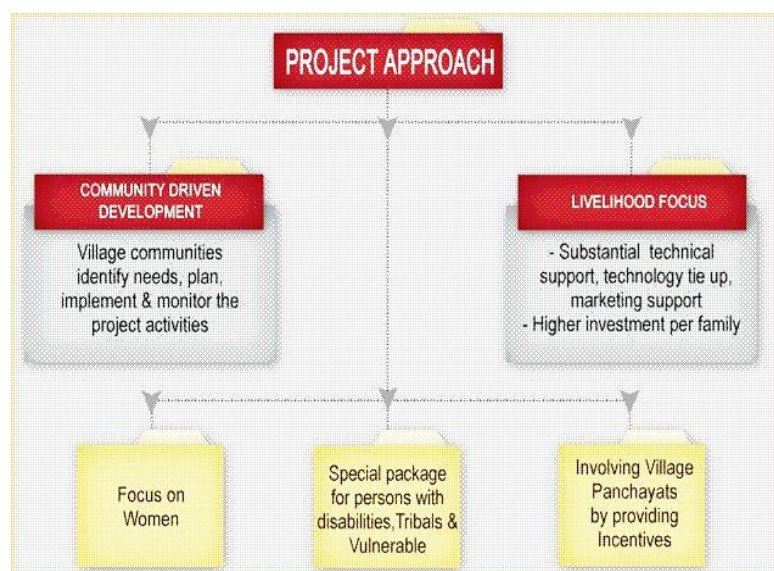
Vazhandhu Kaattuvom Project is an empowerment and poverty alleviation project implemented by the Rural Development and Panchayat Raj Department of Government of Tamil Nadu with the World Bank assistance in a phased manner. The project is implemented over a 6 year period at an outlay of Rs.717 cores. The project covers 2509 village Panchayat in 70 backward blocks in 16 District. Now under the additional financing agreement between the project and the World Bank, the Project was extended to 10 more district covering 9.6 lakh poor families from 50 backward blocks at an outlay of 950 cores.

3.10.2.1 Objective / Vision

To empower the poor and improve their livelihood and reducing poverty by

- Developing, strengthening Pro-poor local Institution at the village level
- Building the skill and capacities of the poor
- Enhancing their livelihood by financing demand driven sub project investments

Chart 3.1: Project Strategy and Approach



Source: Women and Child Development Ministry Report, (2015-16)

The target populations of this project are the poor households, the vulnerable sections including the physically challenged and the marginalized communities. The project follows the Community Driven Development approach wherein village communities identify their own needs, design and plan interventions and implement and monitor them by adopting the following key on negotiable principles of the project.

3.10.2.2 Unique Features of the Project

- The target poor including the disabled and vulnerable are identified by using participatory identification of poor methodology by the community.
- Funds are provided directly to the community based organization i.e. Village Poverty Reduction Committee with adequate capacity building and facilitation by the project functionaries.
- Implementation of the project is done through the Village Poverty Reduction Committee (VPRC) with facilitation by project staff without involvement of NGOs. A five member project facilitation team has been provided at the cluster level (10-15 Panchayats constitute a cluster)
- Formation of self help groups, training and monitoring is done by VPRC with the help of PLF and Community SHG trainers.
- Special focus for the disabled, vulnerable and tribal's in the project and specialized agencies working with the disabled are engaged as Block level facilitation agencies.
- Transparency in all activities and extensive use of social accountability mechanisms like gramsabha's, social audit committees, display boards, etc. is unique to the project.

3.10.2.3 Project Implementation and Institution Activities

The project adopts involving CDD approach, involving village communities at every level of project implementation. The project activities to start with are aimed at social mobilization of the poor and marginalized. After formation and capacity building of the CBOs, the project focuses on the livelihood promotion of the target population

3.10.2.4 Panchayat Level Federation (PLF)

All SHGs in a village Panchayat form a federation. The Panchayat level Federation of SHGs is a forum to share their experience and to voice their problems. PLFs provide sustainability and self reliance to the SHGs. The PLFs of VKP Blocks are provided with a livelihood corpus fund called Amudha Surabi Fund (AMF), which may vary from minimum of 6 lakhs to maximum of 10 lakhs according to the size of the village. This fund should be utilized exclusively for the livelihood development of the target community. There is a well-defined guideline for, how the ASF can be utilized.

Table 3.6: Panchayat Level Federation (PLF)

Phase	Name of the Block	No of V P RCs	Re-Struc-ture	LH-Sub comm -ittee	Regis-tered	Appointed book keeper	Open the Bank Account	A S F release	ASF utilized
I	Ellapuram	60	53	7	53	60	60	60	60

II	Poondi	56	49	7	49	56	56	56	56
III	Tiruttani and Pallipet	67	61	6	61	67	67	67	67
IV	Thiruvalla - ngadu	47	42	5	42	47	47	47	47
Total		230	204	25	204	230	230	230	183

Source: Rural Development and Panchayat Raj Policy Note, (2014-15)

3.10.2.5 Capacity Building

Training is the backbone of any scheme. The success of any government programme, scheme or project to a great extent on the effective capacity building and then its efficient implementation. Training goes a long way in developing skill, knowledge and competencies etc, to improve capability, capacity, productivity, performance and effectiveness of all the participants. Capacity building of elected representative of rural local bodies, officers and functionaries of the rural development and panchayat raj development is an important tool to enable them to perform their duties and responsibilities in an effective and efficient

3.10.2.6 Training Programmers

The training programmes of the Regular Income cum Recurring Deposit (RIRD) cover various topics via Tamil Nadu Panchayat Act, 1994, Panchayat Administration, Accounts and Audit, Scheme of Rural Sanitation, Stress Management, Computer Training. Emphasis is also given on technical aspects of construction of roads and bridge. Each RIRD has got capacity to train minimum of 5,000 persons to maximum of 25,000 during the year.

3.10.2.7 Establishment

RIRD are headed by principles in the cards of Additional Director / Joint Director of Rural Development and Panchayat Raj Department.

3.10.2.8 Fund

The Government of Tamil Nadu provides fund to the five regional Institute of Rural Development for the salary and non-salary expenditure. The Government of India provides Rs 20,000 lakhs every year to each RIRD as Recurring grant for the training programme.

Table 3.7: Training Achievement in RIRD in the year 2014-2015

S.No	Name of the Training	Batches			Participants		
		Target	Achievement	Percentage	Target	Achievement	Percentage

1	Computer Training	290	300	103	8700	8289	95
2	Regular Training	203	209	91	5750	4677	81
Total		493	509	194	13377	12966	176

Source: Rural Development and Panchayat Raj Policy Note, (2015-16)

During 2015-2016, RIRD has proposed to give training to 25,000 people at a cost of Rs. 605.54 lakhs

3.10.2.9 Aims of Capacity Building Scheme

Capacity Building scheme aims to develop IT expertise and skills at various levels of government to achieve the following

- Bringing standardization and consistency across initiatives.
- Change management and training requirement.
- Government Process reengineering.
- Optimizing cost and resources utilization.
- Leveraging external resources.
- Implementing best practices followed elsewhere.

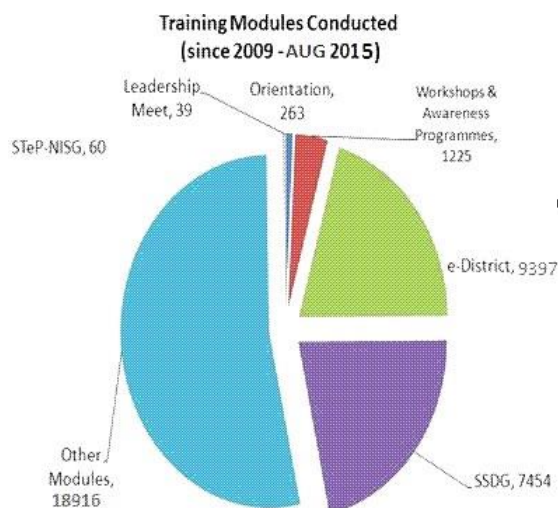
As part of the Capacity Building, the following Courses / Training Programs are undertaken by Tamil

Nadu e-Governance Agency for the benefits of Government employees;

- Basic IT Orientation Training.
- E-District Application Training.
- Specialized Training on E-Governance () Programme.
- Soft Skill Programme.
- Database Management Courses.
- Hardware and Networking Courses.
- Internet Protocol Version 6 (IPV6) Training.
- Project Management Courses.
- Application Software Training.

In October 2014, 60 government officials from state of Tamil Nadu participated in E-GLC Conducted by NISA at Hyderabad. DSC training programme was conducted during September 2014 in 6 major regions. About 381 government officials participated. As on today 9397 government officials have been trained on E-district application software. So far, 41,556 government employees have been given various types of training. The following chart describes the training programme conducted by Tiega from the year 2009 to July 2015.

Chart 3.2: Training Modules Conducted (Since 2009-2015)



Source: Information Technology Policy Note, (2015-16)

In the month of May 2015, the ICT week for students covering all 32 districts was conducted in 4 batches at Chennai. In total, 339 students have participated in the ICT-week Programmers.¹⁸

3.10.2.10 Capacity Building for Community Development

Vazhandhu Kaattuvom Project has builds the capacity of the project staff as well as the community organizing training and exposure visits for the effective implementation of the project.

- Induction Training
- Functional Training
- Exposure Visit
- Personal Information Processing and Computer Object Model Training
- Fund Management Training
- Government Training
- SHG Training Modules I to II
- PLF Trainings
- CLG Training

3.10.5 Livelihood Promotion

To promote the livelihood of the poor, the project follows two approaches employable skill training and placement job oriented skill training for youth leading to employment in corporate sector or self employment. So for in Thiruvallur District, number of youth has training and placed with decent salary in the national and multinational institution. Promoting individual livelihood through small loans from VPRCs or through the livelihood corpus available with panchayat level federations of SHGs. Promoting small group activities through revolving fund and other bank linkages. Then the individuals and the groups those who are all situated in same location and involved in the same livelihood activity are formed in to small common livelihood group in order to get some common facilities like collective procurement or raw materials, collective marketing to get better price and support service.

Table 3.8: Skill Training and Placement Details in Thiruvallur District (2012- 2013)

Name of the Institution	Name of the Trade	As Given	Training Completed	Assessment Completed	Certificates Issued	Place ment
Professional Training Academy (Red hills)	L M V	30	30	-	30	30
	L M V	30	28	-	28	28
	H M V	30	29	-	-	-
Dream India ITI, Thiruvallur	Basic	30	30	30	-	-
	Electrical	30	30	30	-	30
	AC Mechanic Refrigerator	30	30	30	-	20
Benson College of Hotel Management and Culinary Arts (Ambattur)	Front Office Management	20	20	20	-	20
	Assistant Cook	20	20	20	-	20
		190	187	100	58	188
L M V (Light Motor Vehicle) H M V (Heavy Motor Vehicle)						

Source: Mahilar Thittam Project Unit, Collectorate, Thiruvallur District

3.9 Table: Skill Training and Placement Details in Thiruvallur District (2013- 2014)

S.No	Name of the Institution	Name of the Trade	As Given	Training Completed	Dropouts
1.	CCSS. Ambattur		60	60	Nil
		Multimedia Animation	60	60	
		M.S office and Tally	60	60	
		Web Designing			

2	AMK Polytechnic, Sembarambakkam	Automobile	30	30	Nil
		AC Mechanic and Refrigeration	30	30	
		Basic Electrical	30	30	

Source: Mahalir Thittam Project Unit, Collectorate, Thiruvallur District

Table 3.10: Skill Training and Placement Details Thiruvallur in District (2014-2015)

S.No	Name of the Institution with PRN	Address of the Training Centre	Sector/Trade	Total as Given	Dropout, after 7 days, training
1.	Skill Training Academy (TN 2014 CR 3811)	No25/67 South Pakkam Road, chennai-52	L M V driving with Badges H M V Driving /Automobiles	90	10.03.15 (Nil)
2.	Chase Vocational Training Centre (TN20 14RF 3967)	CHHASE Vocational training centre, Mappedu, Thiruvallur (Dist)	LMV Driving with Badge and H M V Driving / Beautician/Multi media/ Tally ERP/IT	300	10.03.15 07.04.15 31.03.15 (12)
3.	Mind Aide Consulting Private Limited	D.B.S.House, No.26,Cunningham Road, Bangalore.	Sales Association/ Retail	50	30.05.15 (16)
4.	CARES TN 2014 RF 3508	No 21, Rajiv Gandhi Nagar, Chitoor Road, Tiruttani	Lab Asst , Beautician therapy, HAIR Dressing, Tally ERP and Basic Advance Sewing operator		

Source: Mahalir Thittam Project Unit, Collectorate, Thiruvallur District

Table 3.11: Skill Training Programme in Thiruvallur District (2014-2015)

District	Name of the Institution	Course Offered	No. of beneficiaries	Institution Cost Per Head Sanction	Syllabus (approved by)
Thiruvallur	Driver Training Academy	LMV with Badge	30	5500	SMMU
	Benson Industrial Catering and Hotel Management	Asst Cook	20	7000	SMMU
		Front Office management with, Ticket, Traveling	20	7000	SMMU
	Driver Training Academy	LMV with Badge	30	5500	SMMU
	Dream India ITI, Thiruvallur	Basic Electrical Training	30	5500	(MES) ELE101
		A/C Mechanic Refrigeration	30	5000	(MES) REF101
	Sub Total		160		

Source: Mahalir Thittam Project Unit, Collectorate, Thiruvallur District

3.11 Stree Shakthi Puraskar

The puraskar was instituted in the year 1999. These awards were given in the name of the five illustrious daughters of India and are presented annually in the International Women's day. These awards carry the prize of one lakh and a scroll of citation for outstanding contribution in any of the following fields.

- Support and Rehabilitation of women and children in different circumstances like destitute disabled, aged and informed victims of atrocities.
- Education and Training
- Promoting Self-help groups
- Supporting Women in agriculture and industry including promotion of technology to reduce drudgery.
- Creating awareness and consciousness on women issues through arts and media including community based programmes

3.12 Support Training and Employment Programme (STEP)

This programme seeks to provide skills and new knowledge to poor and asset less women in the traditional sectors. Under this project, women beneficiaries are organized into

viable and cohesive groups or cooperatives. A comprehensive package of services such as health care, elementary education, crèche facility, market linkages are provided besides access to credit. Skill development is provided in ten traditional skills amongst women. This is a central scheme. The Ministry is at present getting the programme evaluated. Based on the results of the evaluation, the scheme is proposed it be revamped. Further, the possibilities of providing training and skills to women both in traditional and non-traditional sectors and integrating with Rashtriya Mahila Kosh for credit linkages are being considered

3.13 Pradhan Mantri Kaushal Vikas Yojana (PMKVY)

It is an outcome based skill training scheme of the Government implemented through the National Skill Development Corporation (NSDC). The objective of the skill certification and reward scheme is to enable and mobilize a large number of Indian youth to take up outcome based skill training. Under this scheme, monetary reward through Direct Bank Transfer (DBT) would be provided to trainees who are successfully trained, assessed and certified in skill courses run by training providers. In the budget 2016-17, the stipulated target to train 24 lakhs youth under PMKVY has been raised to one crore. In addition to this, National Board for Certification is also proposed to be set up in partnership with the industry and academics

3.14 Internet Saathi

This initiative is aimed at bridging the technology gender divide, which currently puts women in rural India at further risk of getting left behind. Girls grow up in homes with an enclosed open courtyard, believing the sky is a square patch. It's only when we break barriers that hold us back that we realize how big and wide the sky is. That's what my experience with the internet was like remembers Varsha Vishwakarma of Maheswar M.P.

This programme seeks to empower women and their communities in rural India by enabling them to use the internet and benefit from it. This joint initiative aimed at bridging the technology gender divide which currently puts women in rural India at further risk of getting left behind as the world around them benefits from the Internet. This initiative will provide basic training on the usage and benefits of the Internet for women through specially designed Internet cycle carts that will visit villages to provide easy access to women. Built on the back of a cycle, it is a cart modeled on India's traditional distribution system that is used to carry everything from ice-cream to industrial supplies. The operator or the 'Internet Saathi', who trains the women, would be akin to the village postman of yore who was the single point contact for the village with the outside world for both information and communication.

The internet cart will be in the village for a minimum of two days every week for over six months. It will create awareness and also try to ensure adequate training is provided to use devices till women use devices independently. Once the cart has completed the training in a cluster of three villages, it will be moved to the adjoining cluster. Training of women and the community at large would be ensured by involving local NGOs and groups as trainers.

Tata Trusts Chairman Ratan Tata, who was present at the announcement of the project - which will kick off from Gujarat, Rajasthan and Jharkhand and eventually reach over 4,500 villages and 5 lakh women and communities across rural India over the next 18 months said: "Philanthropy in India's changed over the years. In the olden days it was conventional charity. India is a nation that has changed from what it was 60 years ago. Today, people demand self-respect, access to knowledge and have an urge to enhance their livelihoods and the Tata Trusts are committed to help them do so by making a difference to their lives," and applauded PM Narendra Modi's 'Digital India' initiative. "I'm glad he decided to give so much importance to

the fact that India should be a digitized nation.” He further said, “The Internet brings tremendous power to people by not only bringing all of India to them, but also connecting them to the rest of the world, enabling more progress in the future. The Internet will also help enhance the reach of commerce to all parts of the country.”

Speaking about the initiative VP and MD of Google Southeast Asia and India Rajan Anandan said, “While women make rapid progress on adoption of Internet in urban areas, women in rural India are left behind. Today only 12% of Internet users in rural India are women. We need technologically empower women in rural India to truly transform their lives. We are delighted to partner with Tata Trusts, who have years of experience in managing programs of this scale. By combining our strengths, I am confident that we can achieve great results and overcome the challenges of providing easy access and digital education to women in rural India.

One really hopes that all these schemes and programmes are able to deliver their intended outcomes. These are largely based upon the idea of empowering people to overcome their deprivations and disabilities. The schemes based on the idea of empowerment are more likely to be successful sustainable than those based upon entitlement. However, one has to be extra cautious in monitoring the outcomes of these initiatives.

The following information were analyzed in this research study about that skill development programmes in Thiruvallur District for women empowerment is the biggest challenge confronting us is that of uncertainty. The shape of enterprises and jobs is changing very fast with rapid induction of new technology. With the advent of 4th industrial revolution and 3D printer driven manufacturing, it has become very difficult to predict what skill sets would exactly be required after 10 years.

For meeting this challenge most potential strategy we can deploy is to make our youth a better learner. For this, the dramatic changes would have to be brought into curriculum, pedagogical methods and teacher training. However, for decades the budgetary allocation in an education has remained far below the required levels which need to be rectified on an urgent basis.

CHAPTER – IV

LEVEL OF POLITICAL AND ADMINISTRATIVE DEVELOPMENT THROUGH INFORMATION AND COMMUNICATION TECHNOLOGY IN THIRUVALLUR DISTRICT

The role of information technology application has vast potential to ensure more accountable, responsive and citizen friendly panchayat raj institutions. Wired local body institutions would not only more transparent, but also more to open social audit and the aid of geographical information system and satellite imagery, which can be accessed anytime with a click of mouse. It is not inert and neutral; rather it is also subject to political and economic ethos of the society. Positive harnessing of IT can open new vistas of information and communication technology areas to improve the level of local body institutions efficiency and effectiveness. IT enabled local body institutions or E-Panchayat does not mean merely computerization of backroom officers, but encompasses a wide range of activities

4.1 Interface in E-Panchayat to empower Local Body Institutions

4.1.1 Panchayat to Panchayat

It may involve sharing of data and conduct of electronic exchanges among different tiers of the local body institutions. District panchayat local area network (LAN) would connect the local body institutions at the district interconnect site would be connected to higher levels of the government through the internet. The district management information system based on bottom up approach would utilize the LAN panchayat to panchayat would help in better coordination of resources, comprehensive planning and better co-ordination.

4.1.2 Panchayat to Business

It may involve sale of surplus local body institutions goods to the public as well as procurement of goods and services by them. This would require the maintenance of electronic catalogues for processing electronic floating and displaying the award and terms of the contract. This may lead to improved transparency and accountability in the transactions of the local body institutions

4.1.3 Panchayat to Gram Sabha

This is the foremost objective of E-panchayat, which is facilitating interaction between the members of gram sabha and the local body institutions. E-panchayat can be realized by E-Gram Sabha, It confined the information related with schemes, procedures and forms, but experiences in citizen interface indicate that this would be the first level of this interface and next level; their members would try to obtain information about laws and rules.

4.2 Communication devices in the functioning of Local Body Institutions

Communication is still a challenge in many of the villages and remote places of thiruvallur district particularly for women development in administration and political empowerment. The use of technology in conveying a gram sabha meeting at a village can be an effective way to ensure success of gram sabha meetings. Before the traditional method was followed in study area, conveying a gram sabha meeting over the years has been announcement over the public address system from a visible location like the market place, temple or mosque, informing about the same through an advertisement in local newspapers or employing a mobile vehicle for publicity on this matter. The alternative method of communicating can be networking through the use of mobile telephones.

The gram sabha members working in thiruvallur district can be communicated about the meeting through SMS (Short Messaging Service) as it is a personal as well as reliable source of

communication to ensure attendance in meetings. Moreover repeated reminders through the SMS service can help in mobilizing participation in gram sabha meetings. Mobile communication can be used to inform a member of a family from whom the information to the rest of the gram sabha members in the particular family will percolate, also the communication were given through vehicle campaign in study area about local body institutions meeting to gram sabha member's and public. The important question is the accessibility and viability of mobile communication in thiruvallur district. Considering the steady steps being taken by the government towards e-governance for connecting people to administration, mobile communication could be an important link in the coming days.

Mobile communication can bridge the digital divide between urban and rural areas, between the information of rich and poor people. Mobile usage has started penetrating the rural hinterland of the country at a good space. The mobile phone and associated wireless technologies can be used to tackle major problems like illiteracy which would have a cascading effect on other aspects of rural life. Telecom Regulatory Authority of India (TRAI) has initiated actions in the right direction by creating an exhaustive connectivity-map covering over 6 lakh villages in India to estimate the available connectivity in rural areas.

The other dominant Information and Communication tool the internet is also making its presence felt in urban areas of Thiruvallur district. But, In India there were about 46 million active internet users in rural india in October 2013 and 125 million computer literates in rural india in June 2013. Though the level of internet penetration is low there is no doubt that the use of internet content is on the increase and with its availability in local and regional languages on the rise access of internet content is seeing a substantial increase. A supportive telecom policy and infrastructure help through public-private collaboration will promote cheap internet connectivity for rural areas and boost internet usage.

The government can leverage the internet to reach more elected women representatives working in local body institutions for delivering E-Governance services for citizens or information through the online platform for their political development. Digital inclusion of the rural population would make the administration including the panchayats more transparent and accountable and would strengthen grassroots empowerment.

4.3 Level of Political and Administrative Women Development in Study Area

In Thiruvallur District, I have selected 150 samples of elected women representatives working in local body institutions. They are from different age groups, gender, religion, educational and income categories, 95 respondents were taken from urban local bodies and 65 respondents were taken from semi-urban local bodies. To measure the study area, about the level of political and administrative women development, stratified random sampling has been used in this research study. Based on respondent's participation and feedback, the following inferences were analyzed in the study area.

Table 4.1: Age Group of the Respondents

Age		Frequency	Percentage
Valid	20-25 years	24	16
	26-30 years	63	42.0
	31-40 years	41	27.3
	Above 40 years	22	14.7
	Total	150	100.0

Source: Primary Data

The above table identifies that the frequency and distribution to the age of the respondents among the elected women representatives working in study area, based on the “Four Point Scale”, 24 respondents were in the age group of 20-25 years, 63 respondents were in the age group of 26-30 years, 41 respondents were in the age group of 31-40 years and remaining 22 respondents were in the age of above 40 years.

Chart 4.1: Age Group of the Respondents

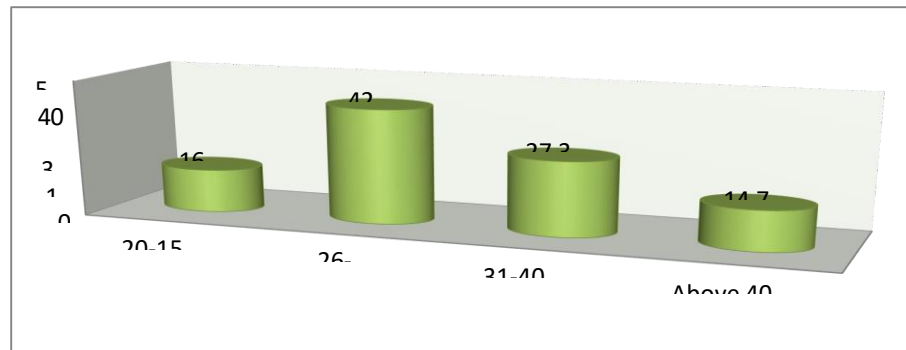


Table 4.2: Religion of the Respondents

Religion		Frequency	Percentage
Valid	Hindu	124	82.6
	Muslim	8	5.4
	Christian	16	10.6
	Others	2	.1.3
	Total	150	100.0

Source: Primary Data

The above table analyzes the frequency and distribution to the religion of the respondents among elected women representatives working in study area based on the “Four Point Scale”, 124 respondents were belong to Hindu, 8 respondents were belong to muslim, 16 respondents were belong to Christian and 2 respondents were belong to other category.

Chart 4.2: Religion of the Respondents

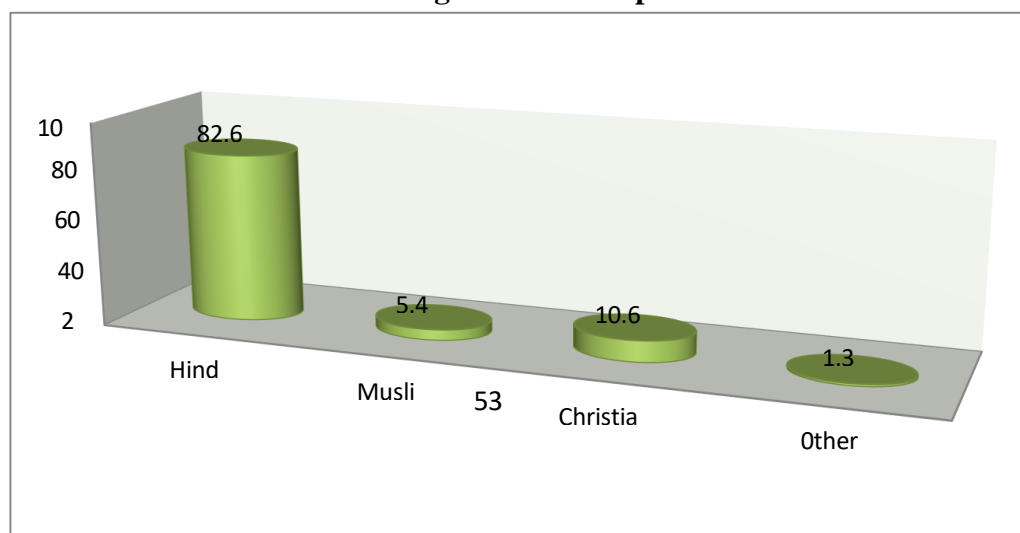


Table 4.3: Community of the Respondents

Community		Frequency	Percentage
Valid	SC/ST	45	30
	BC	87	58.1
	MBC	16	10.6
	Others	2	1.3
	Total	150	100.0

Source: Primary Data

The above table elaborates that the frequency and distribution to the community of the respondents among elected women representatives working in study area based on the “Four Point Scale”, 45 respondents were belong to scheduled caste and scheduled tribes, 87 respondents were belong to backward class, 16 respondents were belong to most backward class and 2 respondents were belong to other religions.

Table 4.4: Marital Status of the Respondents

Marital Status		Frequency	Percentage
Valid	Married	90	60
	Unmarried	55	36.7
	Divorced	5	3.3
	Total	150	100.0

Source: Primary Data

The above table examines that the frequency and distribution to the marital status of the respondents among the elected women representatives working in study area based on the “Three Point Scale”, 90 respondents were married, 55 respondents were unmarried and 5 respondents were divorced.

Chart 4.4: Marital Status of the Respondents

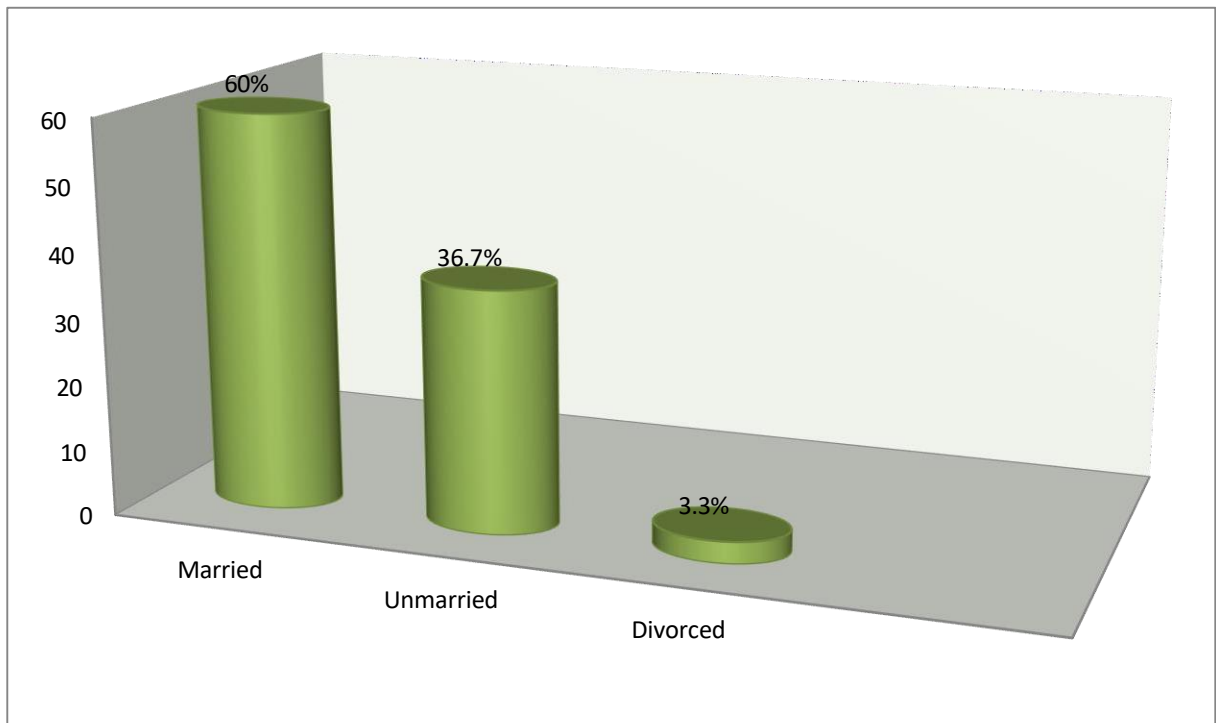


Table 4.5: Educational Qualification of the Respondents

Education		Frequency	Percentage
Valid	Under Graduate	91	60.6
	Post Graduate	47	31.4
	Professional Course	6	4.0
	Diploma Course	6	4.0
	Total	150	100.0

Source: Primary Data

The above table notices that the frequency and distribution to the educational qualification of the respondents among the elected women representatives working in study area based on the “Four Point Scale”, 91 respondents were completed under graduate, 47 respondents were completed post graduate. Furthermore, observed 6 respondents were completed professional course and followed by 6 respondents were completed diploma course.

Chart 4.5: Educational Qualification of the Respondents

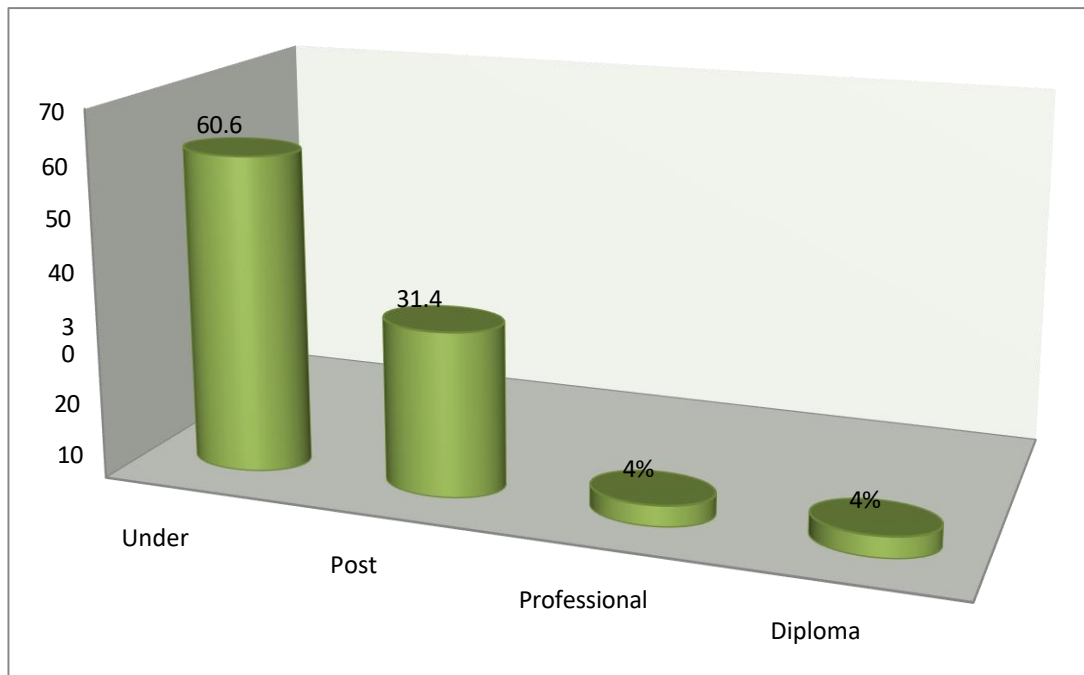


Table 4.6: Residence of the Respondents

Residence		Frequency	Percentage
Valid	Rural	54	36
	Urban	85	56.7
	Semi-Urban	11	7.3
	Total	150	100.0

Source: Primary Data

The above table mentions that the frequency and distribution to the residence of the respondents among the elected women representatives working in study area based on the “Three Point Scale”, 54 respondents were living in rural area, 85 respondents were living in urban area and 11 respondents were living in semi-urban area.

Income (Rs in Thousands)		Frequency	Percentage
Valid	10000 to 15000	68	45.3
	16000 to 30000	58	38.8
	31000 to 45000	24	15.9
	Total	150	100.0

Chart 4.6: Residence of the Respondents

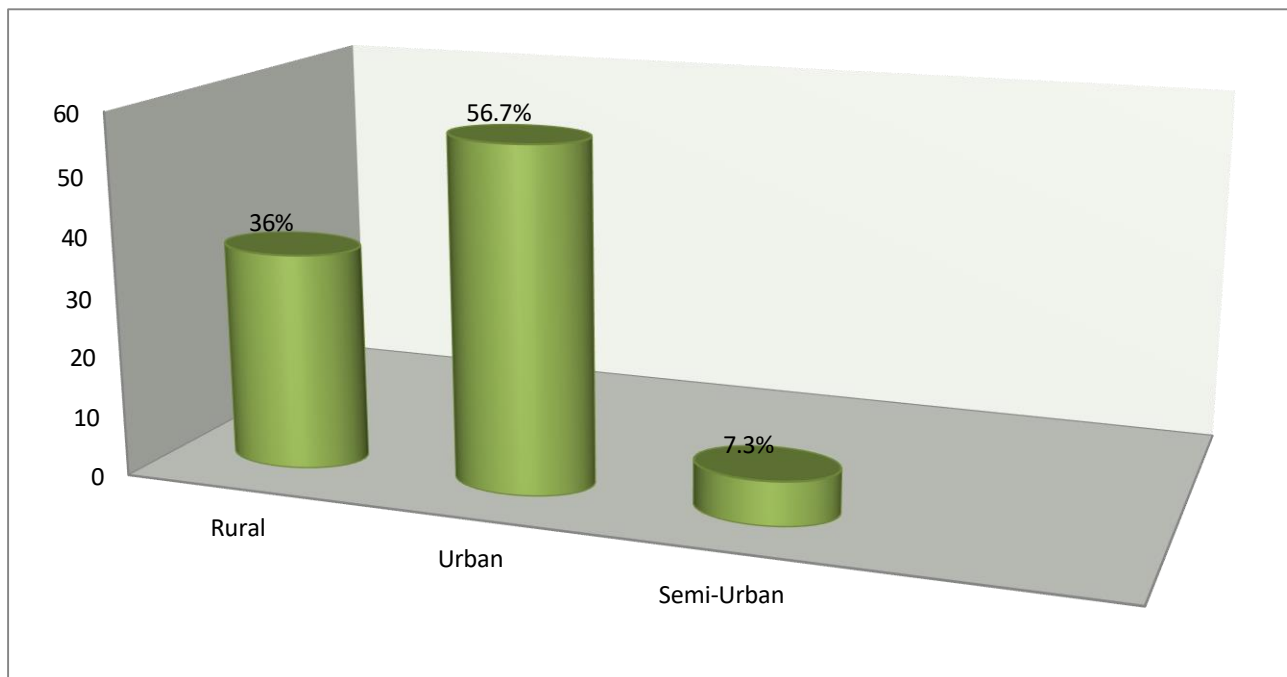


Table 4.7: Income of the Respondents

Source: Primary Data

The above table analyzes that the frequency and distribution to the income of the respondents among the elected women representatives working in study area based on the “Three Point Scale”, 68 respondents were earning between 10000 to 15000 per month from salary and other sources, 58 respondents were earning between 16000 to 30000 per month from salary and other sources and 24 respondents were earning between 31000 to 45000 per month from salary and other sources.

Chart 4.7: Income of the Respondents

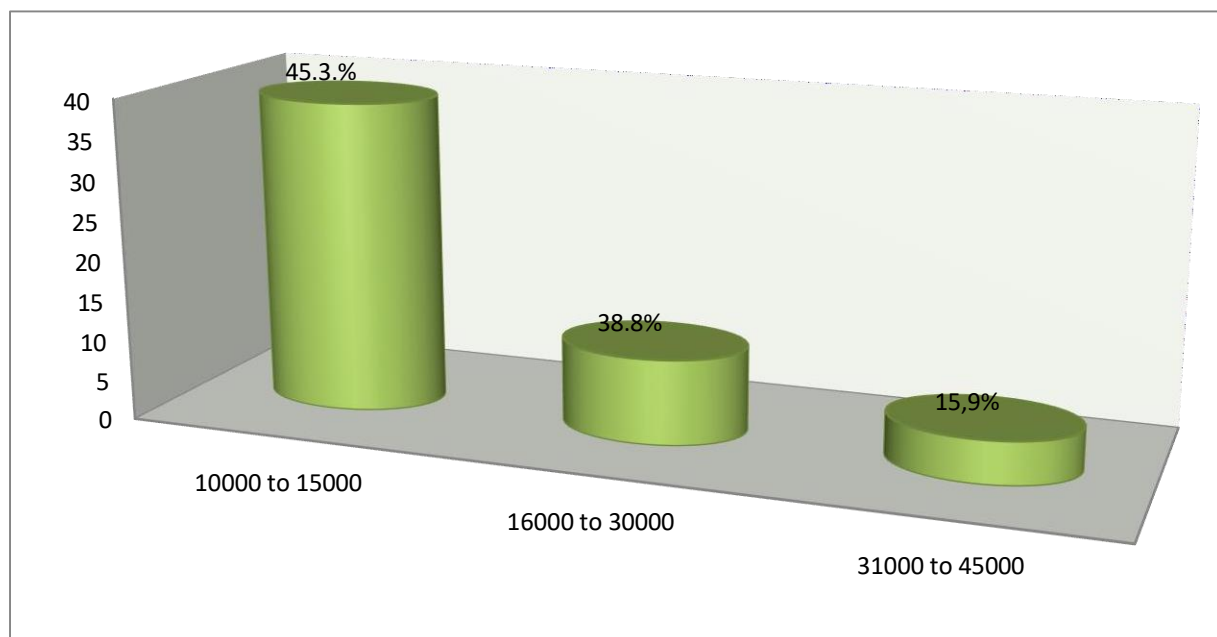


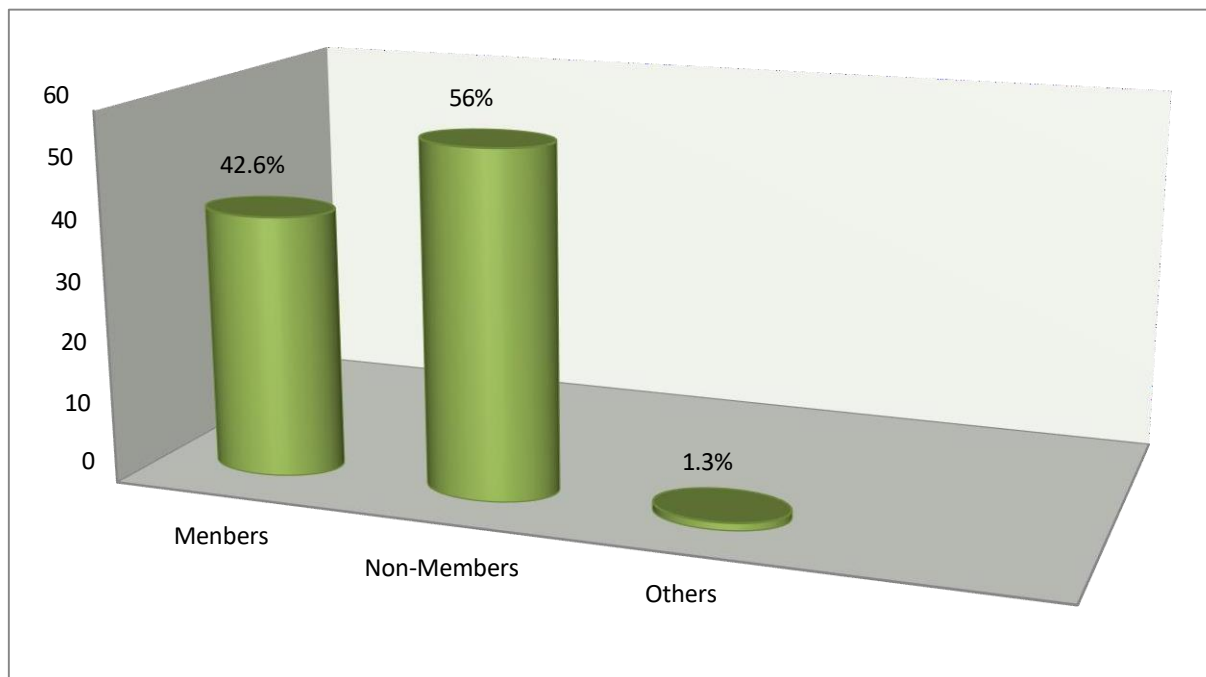
Table 4.8: Membership of the Respondents in Political Party

Membership		Frequency	Percentage
Valid	Member	64	42.6
	Non-member	84	56
	Others	2	1.3
	Total	150	100.0

Source: Primary Data

The above table founds that the frequency and distribution to the membership of the respondents among the elected women representatives working in study area based on the “Three Point Scale”, 64 respondents were having membership card in political party, 84 respondents were not having membership card in political party and followed by 2 respondents were belong to other category

Chart 4.8: Membership of the Respondents in Political Party



Are you aware of any schemes related to ICT development		Frequency	Percentage
Valid	Yes	6	4
	No	40	26.7
	To Some Extent	87	58
	No Idea	17	11.3
	Total	150	100.0

Source: Primary Data

The above table measures that the frequency and distribution to the awareness of ICT schemes among the elected women representatives working in study area based on the “Four Point Scale”, 6 respondents were aware of ICT development schemes, 87 respondents were aware of ICT schemes to some extent, 40 respondents were not aware of schemes related to ICT development and followed by 17 respondents don’t have idea about ICT development schemes

Chart 4.9: Awareness of any Schemes related to ICT

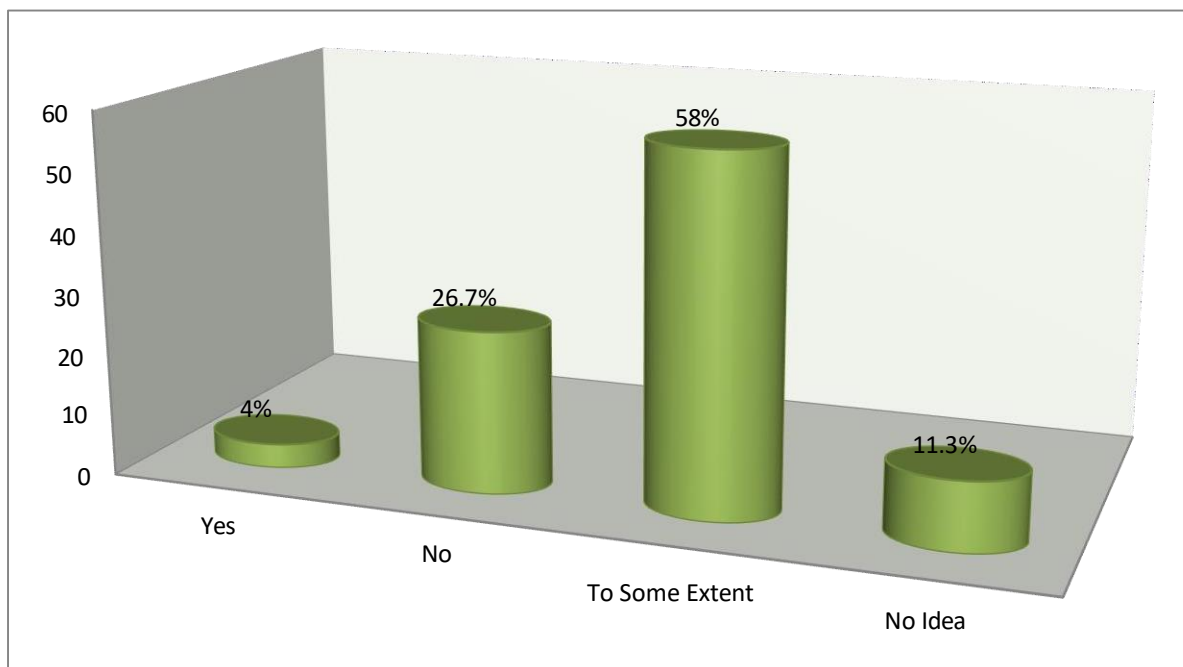


Table 4.10: Jobs in the PRI Institutions will Empower Woman

Do you think jobs in the PRI institutions will empower woman		Frequency	Percentage
Valid	Yes	4	2.6
	No	35	23.3
	To Some Extent	100	67
	Not Sure	11	7.3
	Total	150	100.0

Source: Primary Data

The above table describes that the frequency and distribution to the jobs in the local body institutions will be empowered among the elected women representatives working in study area based on the “Four Point Scale”, 4 respondents were thinking that working in PRI Institutions will empower women, 35 respondents were not thinking that working in PRI Institutions will empower women, 100 of the respondents were answered that empowerment will be only to some extent and 11 of the respondents were not sure of the empowerment.

Chart 4.10: Jobs in the PRI Institutions will Empower Women

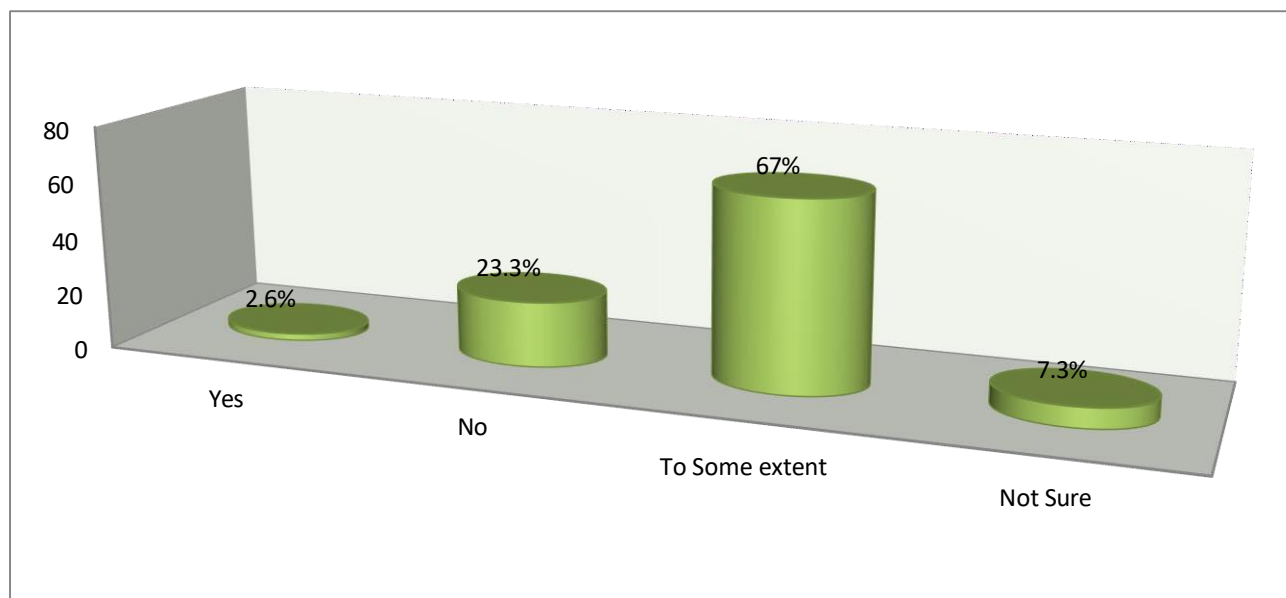


Table 4.11: Way of Empowering

If yes, in what way will women get empowered		Frequency	Percentage
Valid	Socially	26	17.3
	Economically	65	43.3
	Educational	56	37.3
	Politically	3	2.0
	Total	150	100.0

Source: Primary Data

The above table illustrates that the frequency and distribution to the way of empowering among the elected women representatives working in study area based on the “Four Point Scale”, 26 respondents were reported that women working in local body institutions are socially empowered, 65 respondents were reported that women working in local body institutions are economically empowered, 56 respondents were reported that women working in local body institutions are educationally empowered and only 3 respondents were reported that women working in local body institutions are politically empowered.

Chart 4.11: Way of Empowering

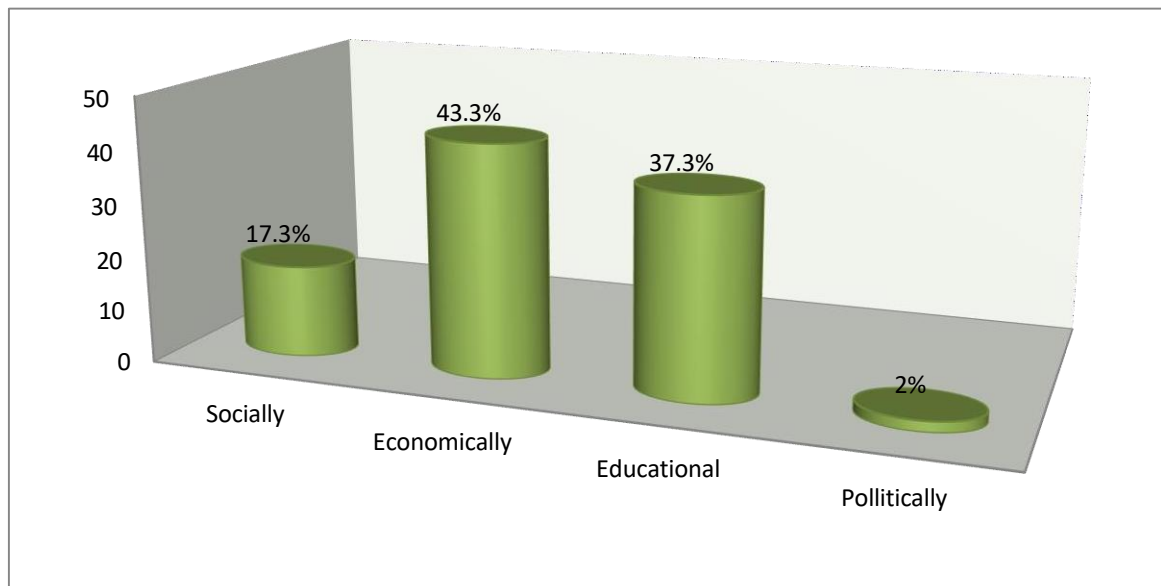


Table 4.12: Application of ICT

Do you think the application of ICT in the work environment had made your life easier		Frequency	Percentage
Valid	Agree	22	14.6
	Strongly Agree	61	40.6
	Disagree	9	6
	Strongly Disagree	59	39.3
	Total	150	100.0

Source: Primary Data

The above table highlights that the frequency and distribution to the application of ICT among the elected women representatives working in study area based on the “Four Point Scale”, 22 respondents were agreed on the application of ICT in the work environment has made their life easier, 61 respondents were strongly agreed on the application of ICT in the work environment has made their life easier, 9 respondents were disagreed on the application of ICT in the work environment has made their life easier and followed by 59 respondents were strongly disagreed.

Chart 4.12: Application of ICT

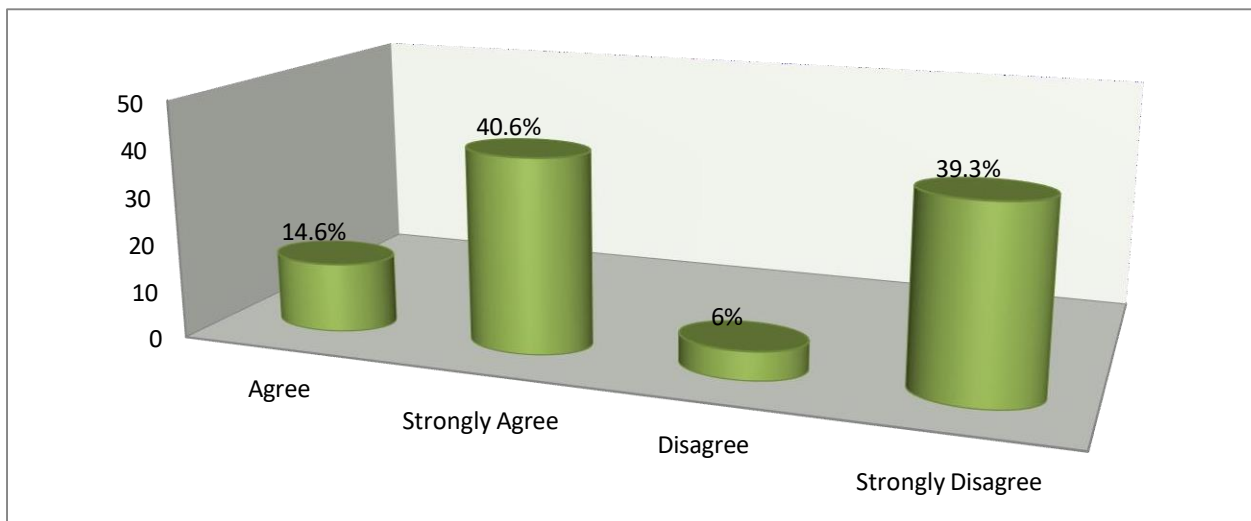


Table 4.13: ICT Facility of the Respondents

Are you Satisfied with the ICT facility in your work Place		Frequency	Percentage
Valid	Highly Satisfied	33	22
	Satisfied	45	30
	Highly Dissatisfied	30	20
	Dissatisfied	42	28
	Total	150	100.0

Source: Primary Data

The above table states that the frequency and distribution to the ICT facility among the elected women representatives working in study area based on the “Four Point Scale”, 33 respondents were highly satisfied with the facility of ICT in their work place, 45 respondents were satisfied with the facility of ICT in their work place, 30 and remaining 42 respondents were highly dissatisfied and dissatisfied with the facility of ICT in their workplace.

Chart 4.13: ICT Facility of the Respondents

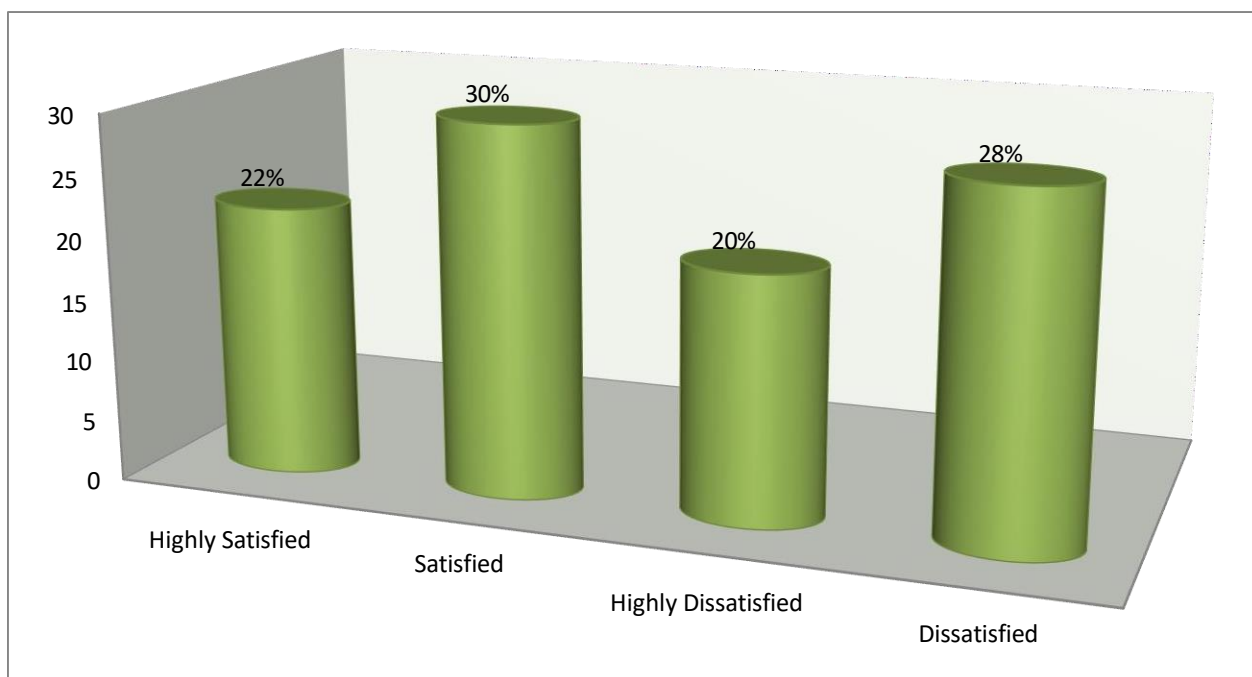


Table 4.14: Purpose of ICT

Purpose of ICT in your work place		Frequency	Percentage
Valid	To improve the delivery of public services	41	27.3
	Building the functionaries of local body institutions	55	36.6
	To provide information regarding policies, rules and regulation	23	15.3
	To attend the village meeting which are held at far off	31	20.6
	Total	150	100.0

Source: Primary Data

The above table observes that the frequency and distribution to the purpose of ICT among the elected women representatives working in study area based on the “Four Point Scale”, 41 respondents were reported that ICT will improve the delivery of public services, 55 respondents were reported that ICT will help to build the functionaries of local body institutions, remaining 23 and 31 respondents were reported that ICT will provide the information regarding policies and attend the meetings.

Chart 4.14: Purpose of ICT

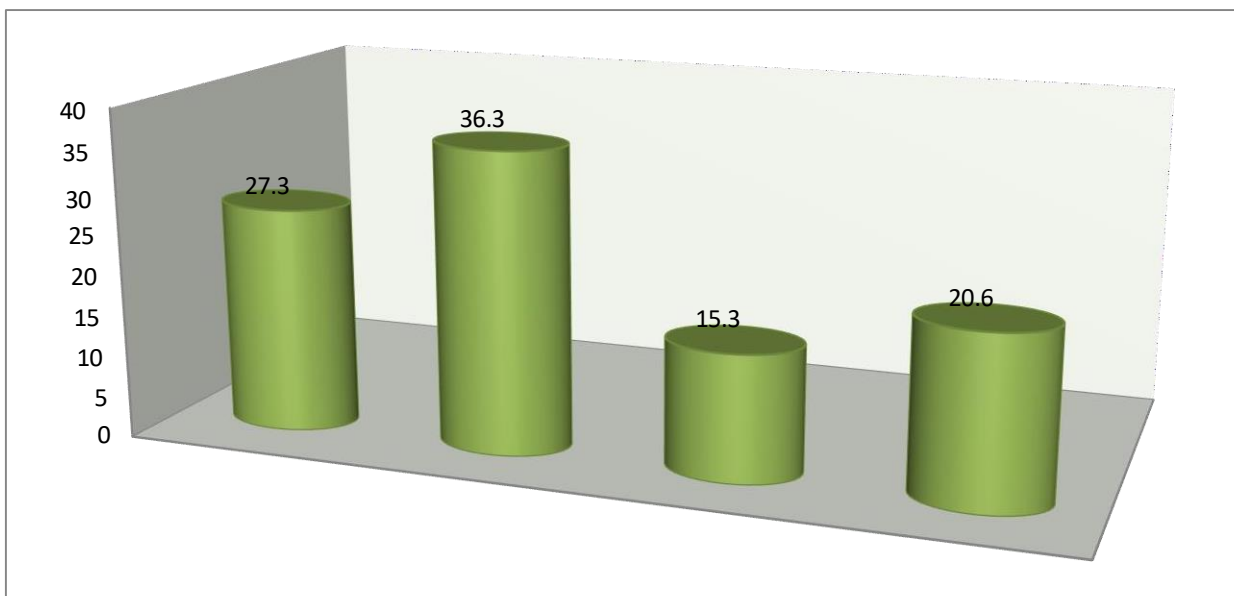


Table 4.15: Best Source of Information

Best source of information about local, national and international information		Frequency	Percentage
Valid	Television	92	61.3
	Internet	39	26
	Print media	6	4
	Radio	13	8.6
	Total	150	100.0

Source: Primary Data

The above table retrieves that the frequency and distribution to the best source of information among the elected women representatives working in study area based on the “Four Point Scale”, 92 respondents were retrieving the information about local, national and international information by watching television, 39 respondents were retrieving the information about local, national and international information by surfing internet, 6 respondents were retrieving the information about local, national and international information by reading print media and 13 respondents were retrieving the information about local, national and international information from radio.

Chart 4.15: Best Source of Information

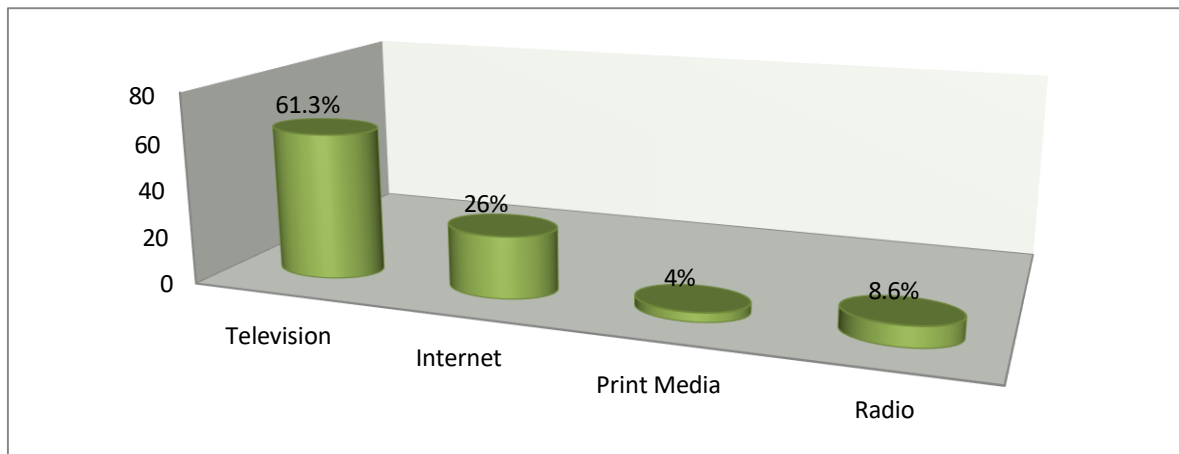


Table 4.16: Usage of Internet

The use of internet has made life easier		Frequency	Percentage
Valid	Easy	26	17.3
	Difficult	30	20
	Not Easy	18	12
	Somewhat Easy	76	50.6
	Total	149	100.0

Source: Primary Data

The above table obtains that the frequency and distribution to the usage of internet among the elected women representatives working in study area based on the “Four Point Scale”, 26 respondents were reported that usage of internet has made their life easier, 30 respondents were reported that usage of internet has made their life difficult. Furthermore, 76 respondents were reported that usage of internet has made their life somewhat easy and 18 respondents were reported that usage of internet has made their life not easy.

Chart 4.16: Usage of Internet

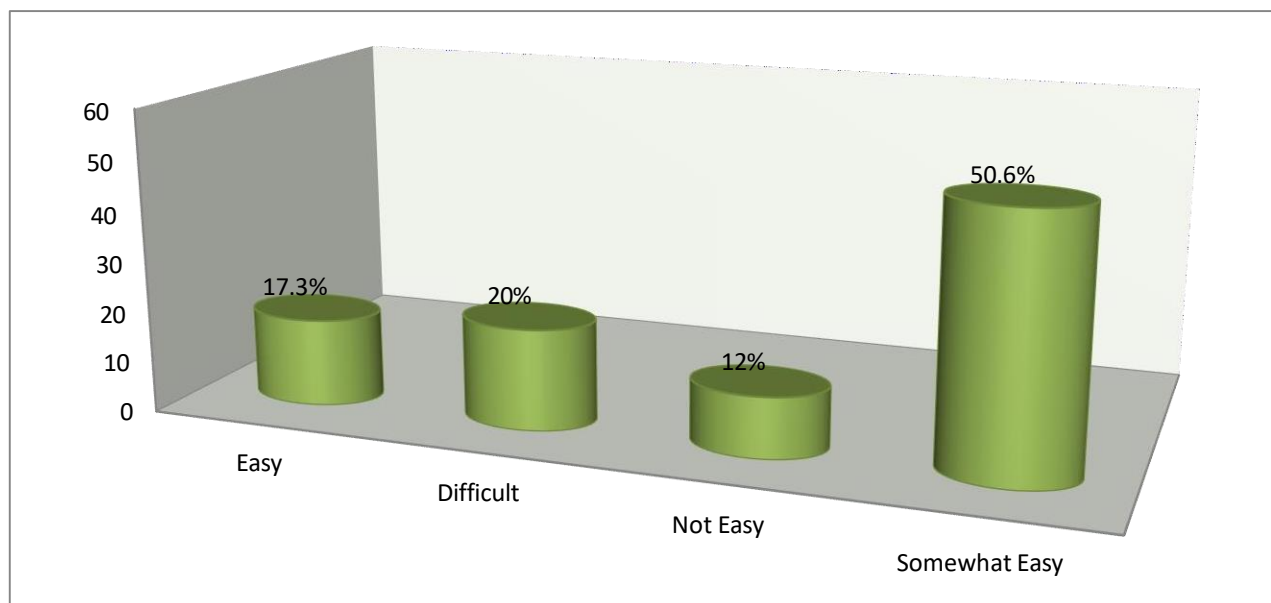


Table 4.17: Easy Access of the Internet

Do you have easy access the services for internet		Frequency	Percentage
Valid	Yes	12	8
	No	34	22.6
	To Some Extent	89	59.3
	No Idea	16	10.6
	Total	150	100.0

Source: Primary Data

The above table attains that the frequency and distribution to the easy access of the Internet among the elected women representatives working in study area based on the “Four Point Scale”, 12 respondents were reported that they have easy access to the internet, 89 respondents were reported that they have moderate level of accessing the internet, remaining 34 and 16 respondents reported that they don’t have easy access to internet and they don’t have idea about the easy access of the internet.

Chart 4.17: Easy Access of the Internet

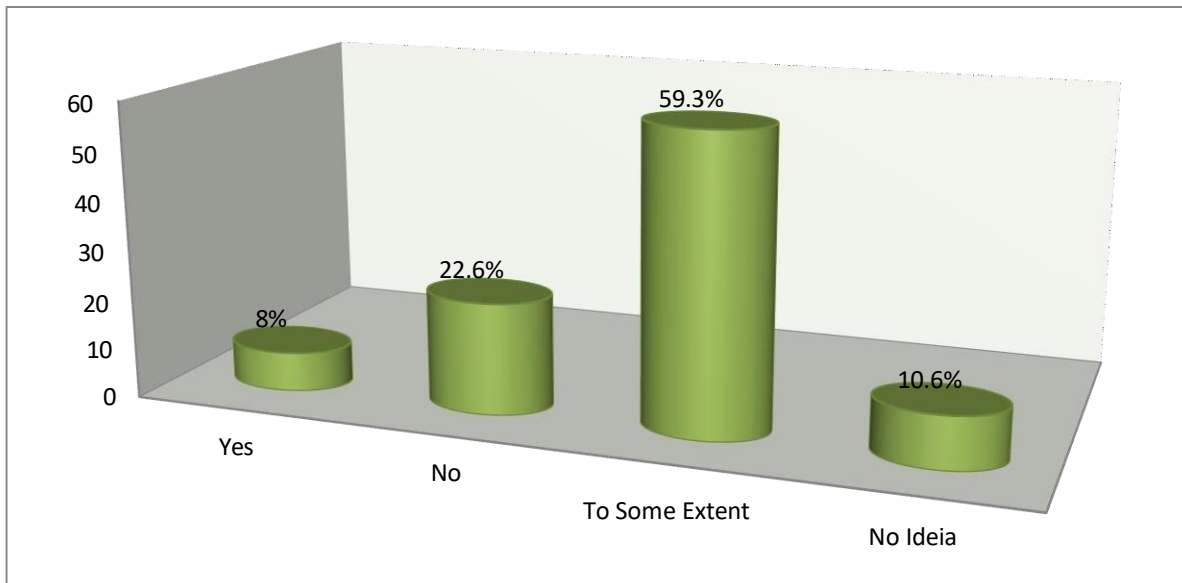


Table 4.18: Usage of Internet for Respondents

How often you use the internet for yourself		Frequency	Percentage
Valid	Rarely	24	16
	Once a Week	53	35.3
	Daily	56	37.3
	Whenever Necessary	17	11.3
	Total	150	100.0

Source: Primary Data

The above table spot out that the frequency and distribution to the usage of internet among the elected women representatives working in study area based on the “Four Point Scale”, 24 respondents were using internet rarely, 53 respondents were using internet once a week, 56 respondents were using internet daily and 17 respondents were reported that they using internet whenever necessary arises.

Chart 4.18: Usage of Internet for Respondents

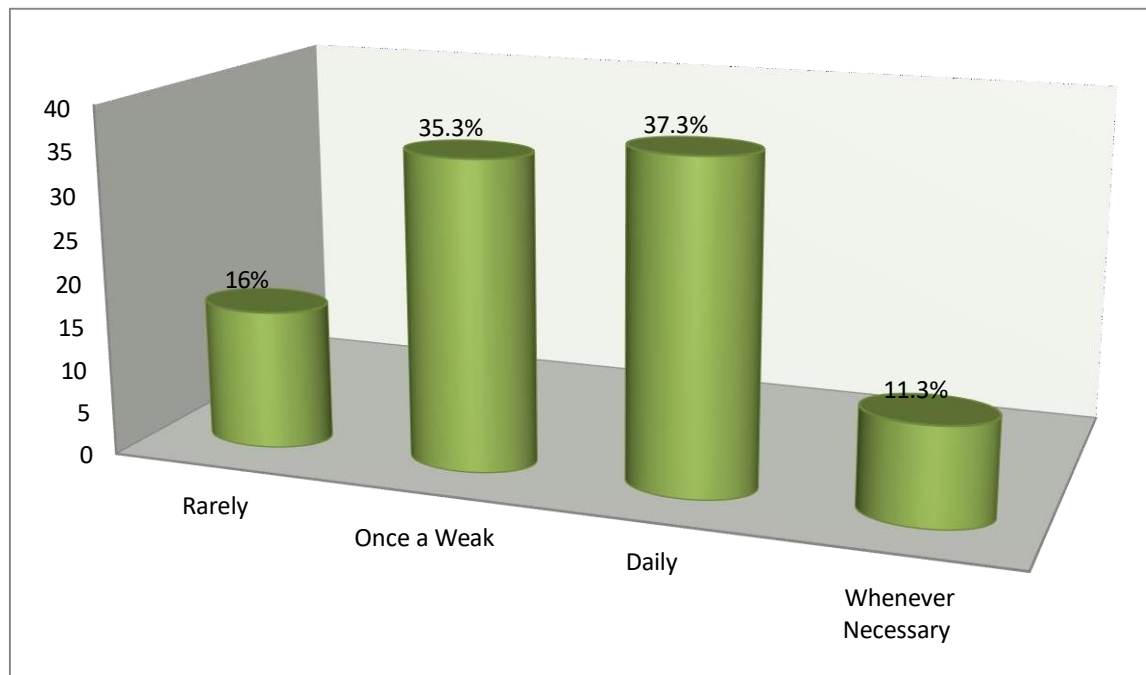


Table 4.19: Facility of Cable Television

Do you have the facility of cable television		Frequency	Percentage
Valid	Yes	85	56.6
	No	65	43.3
	Total	150	100.0

Source: Primary Data

The above table come across that the frequency and distribution to facility of cable television among the elected women representatives working in study area based on the “Two Point Scale”, 85 respondents were reported that they have facility of cable connection for their television and 65 respondents were reported that they don’t have facility of cable connection for their television.

Chart 4.19: Facility of Cable Television

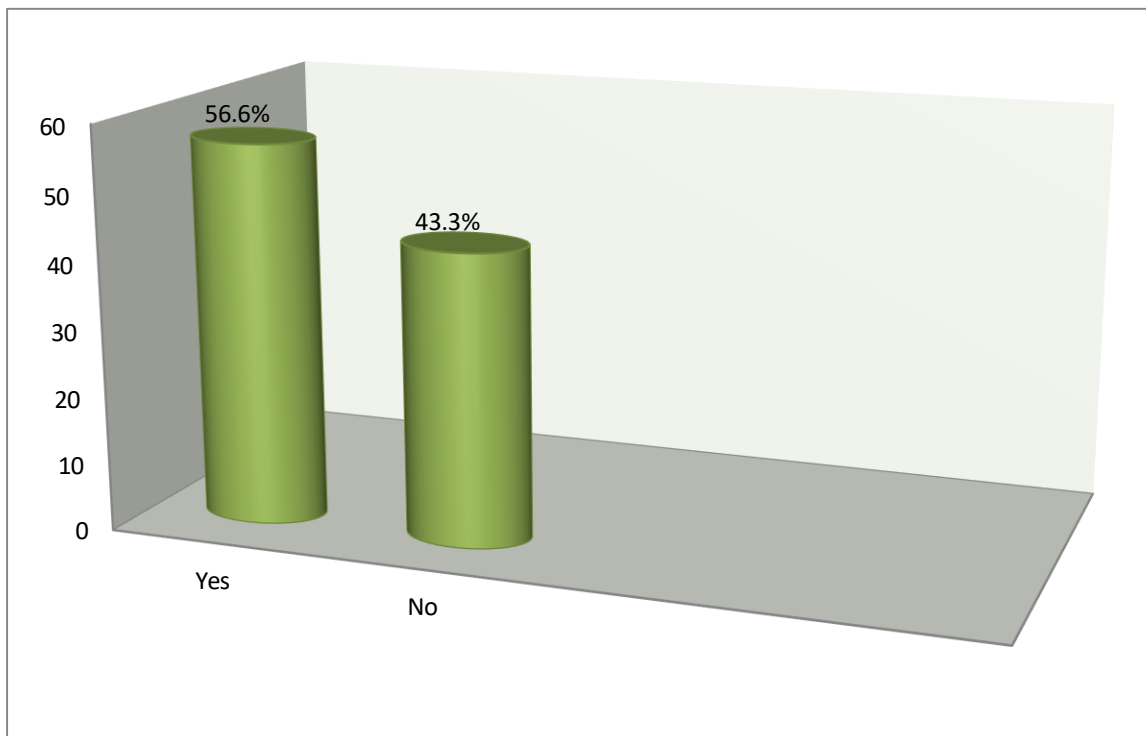


Table 4.20: Kind of Programmes

What kind of programme you love to watch		Frequency	Percentage
Valid	Family Serials	51	34
	Movies	45	30
	Education	48	32
	News	6	4.0
	Total	150	100.0

Source: Primary Data

The above table realizes that the frequency and distribution to the kind of programmes among the elected women representatives working in study area based on the “Four Point Scale”, 51 respondents were using television for watching family serials, 45 respondents were using television for watching movies, 48 respondents were using television for the educational purposes and 6 respondents were using television for watching news.

Chart 4.20: Kind of Programmes

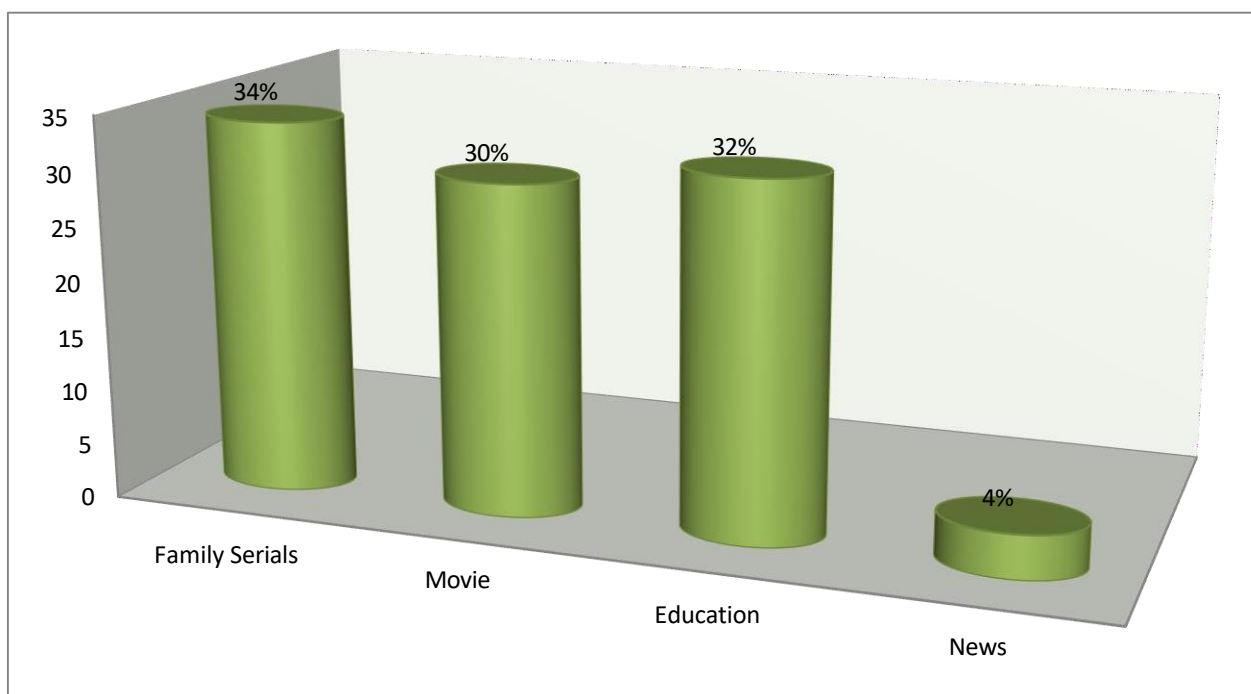


Table 4.21: Regularity of Watching News and Educational Channels in Different Channels

How often you watch news and educational channels in different channels		Frequency	Percentage
Valid	Rarely	28	18.6
	Once a Week	52	34.6
	Daily	41	27.3
	Whenever Necessary	29	19.3
	Total	150	100.0

Source: Primary Data

The above table reveals that the frequency and distribution to the regularity of watching news and news in different channels among the elected women representatives working in study area based on the “Four Point Scale”, 28 respondents were reported that they rarely watch news and educational channels in different TV channels, 52 respondents were reported that they watch news and educational channels in different TV channels once a week, remaining 41 and 71 respondents were reported that they watch news and educational channels in different TV channels by daily.

Chart 4.21: Regularity of Watching News and Educational Channels in Different Channels

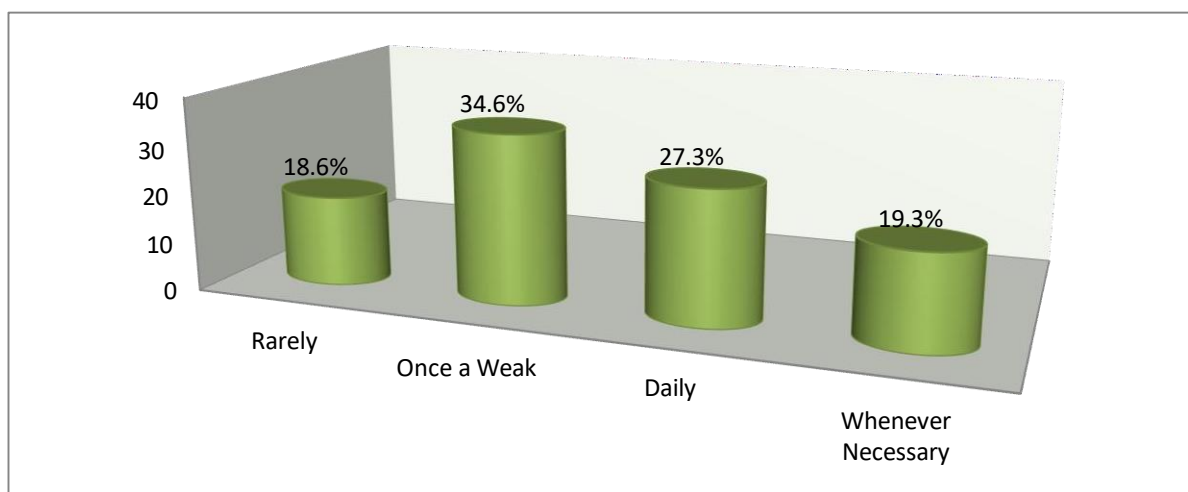


Table 4.22: Social Status of the Respondents

By using ICT applications do your social status has been improved		Frequency	Percentage
Valid	Yes	12	8
	No	43	28.6
	To Some Extent	61	40.6
	No idea	34	22.6
	Total	150	100.0

Source: Primary Data

The above table classify that the frequency and distribution to the social status of the respondents among the elected women representatives working in study area based on the “Four Point Scale”, 12 respondents were reported by using ICT application their social status has been improved, 43 respondents were reported by using ICT application does their social status has not been improved, remaining 61 and 34 respondents were reported by using ICT application their social status has been improved to some extent and no idea.

Chart 4.22: Social Status of the Respondents

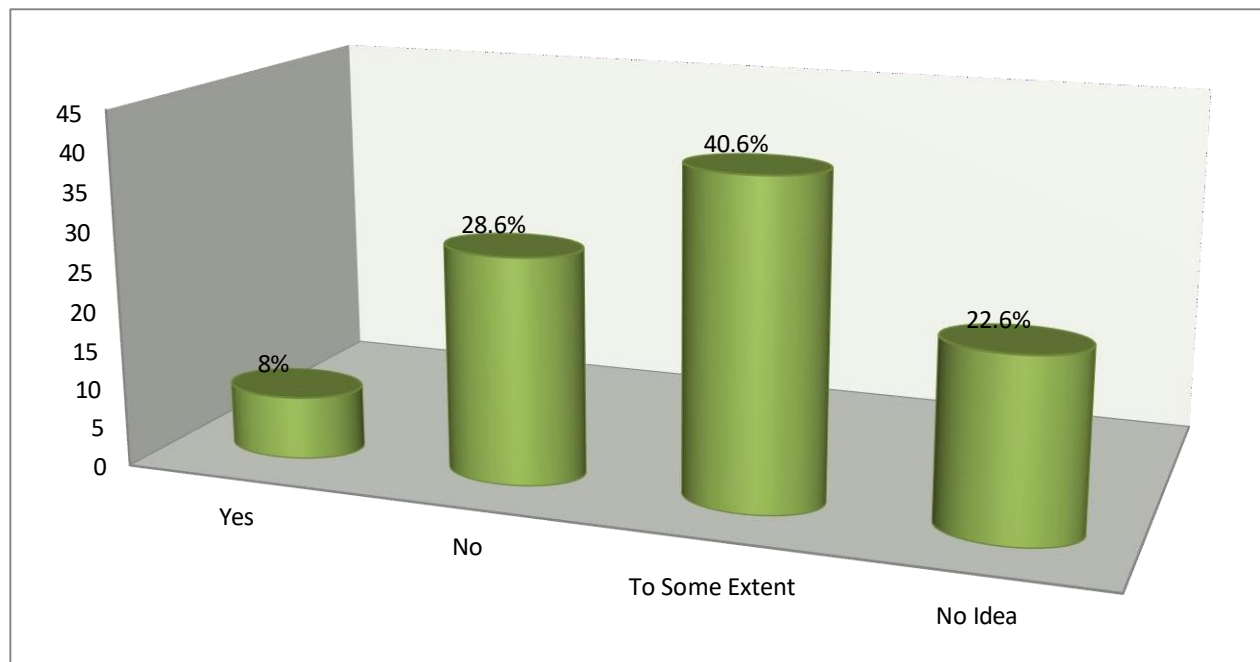


Table 4.23: Economic Status of the Respondents

By using ICT application, do your economic status has been improved		Frequency	Percentage
Valid	Yes	17	11.3
	No	28	18.6
	To Some Extent	69	46
	No Idea	36	24
	Total	150	100.0

Source: Primary Data

The above table categorize that the frequency and distribution to the economic status of the respondents among the elected women representatives working in study area based on the “Four Point Scale”, 17 respondents were reported by using ICT application their economic status has been improved, 28 respondents were reported by using ICT application their economic status has not been improved, remaining 69 and 36 respondents were reported by using ICT application improved their economic status has been improved to some extent and no idea.

Chart 4.23: Economic Status of the Respondents

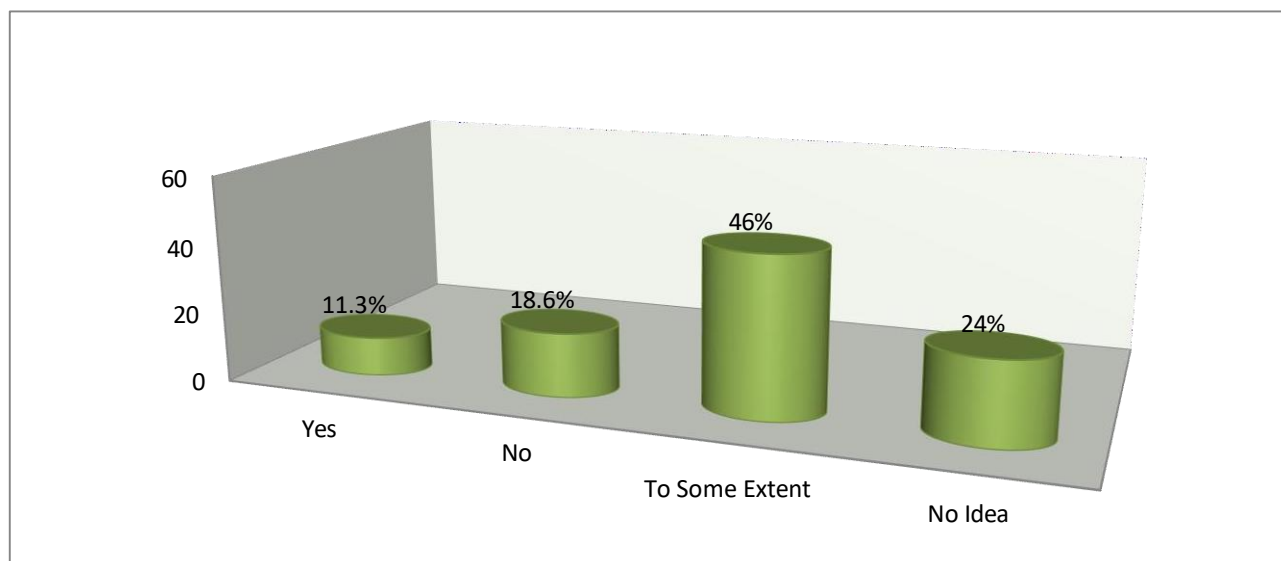


Table 4.24: Political Status of the Respondents

By using ICT application, do your political status has been improved		Frequency	Percentage
Valid	Yes	20	13.3
	No	41	27.3
	To Some Extent	55	36.6
	No idea	34	22.6
	Total	150	100.0

Source: Primary Data

The above table links that the frequency and distribution to the political status of the respondents among the elected women representatives working in study area based on the “Four Point Scale”, 20 respondents were reported by using ICT application their political status has been improved, 41 respondents were using ICT application their political status has not been improved, 55 respondents were reported by using ICT application their political status has been improved to some extent and 34 respondents were reported by using ICT application they don’t have idea whether their political status improved or not.

Chart 4.24: Political Status of the Respondents

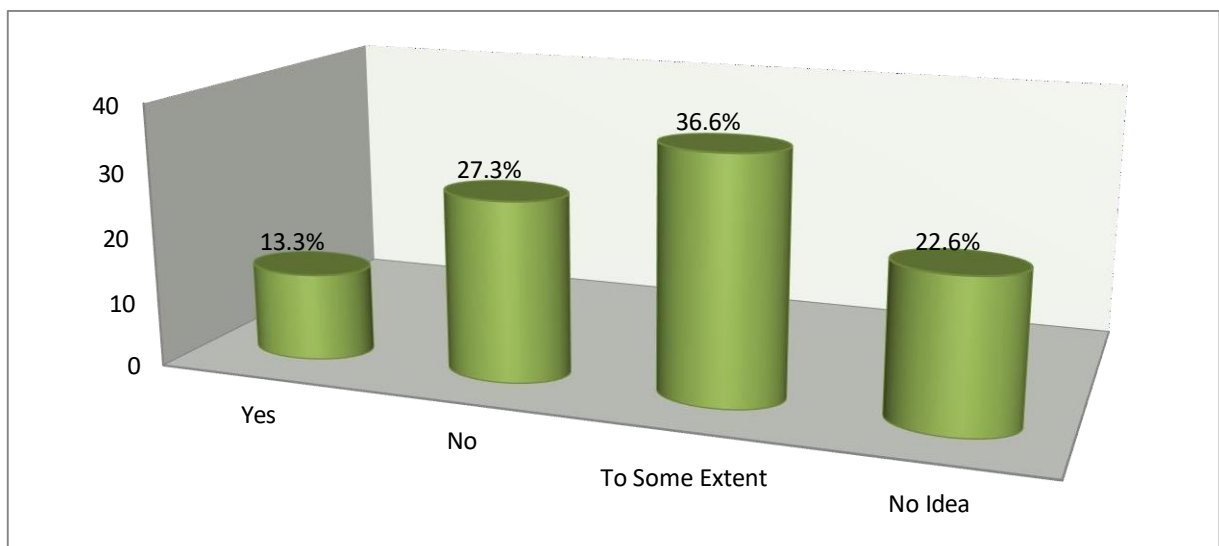


Table 4.25: Job Needs the Application of ICT

Do your job needs the application of ICT		Frequency	Percentage
Valid	Yes	24	16
	No	41	27.3
	To Some Extent	56	37.3
	No Idea	29	19.3
	Total	150	100.0

Source: Primary Data

The above table pinpoints that the frequency and distribution to the job needs the application of ICT among the elected women representatives working in study area based on the “Four Point Scale”, 24 respondents were reported that their job needs the application of ICT, 41 respondents were reported that their job does not needs the application of ICT, 56 respondents were reported that their job needs the application of ICT to some extent and 29 respondents were report don’t have Idea whether the job needs the application of ICT or not.

Chart 4.25: Job Needs the Application of ICT

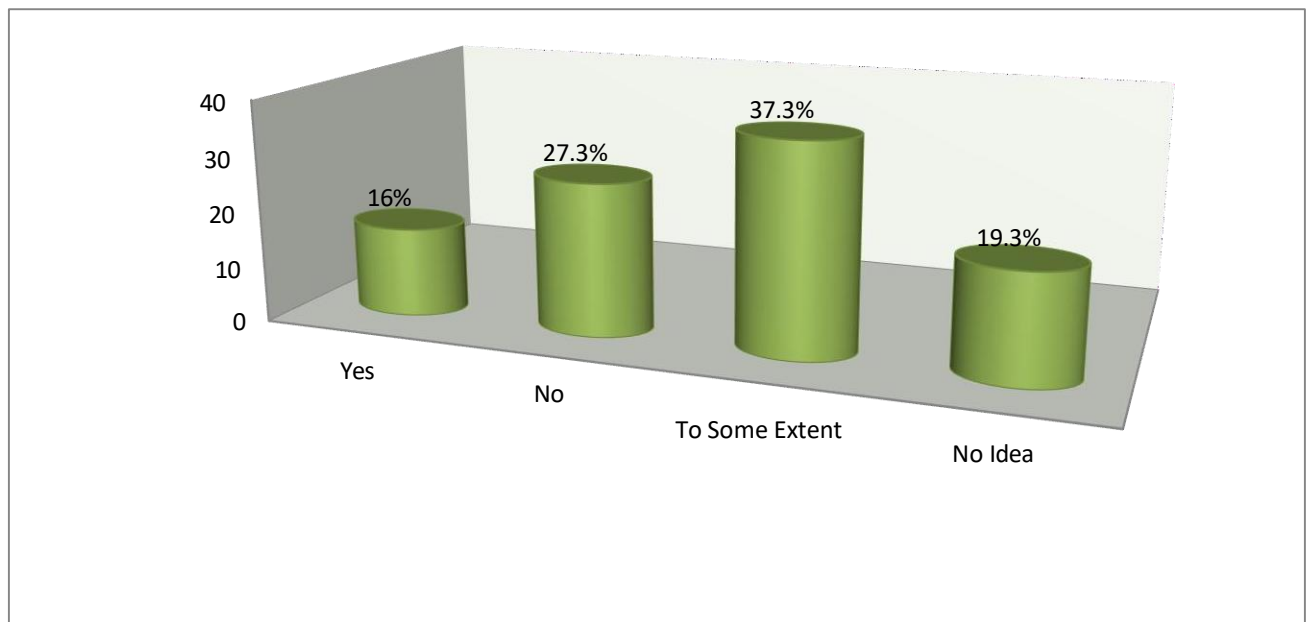


Table 4.26: Training of Computer

Have you taken any training or exposure in the field of computers		Frequency	Percentage
Valid	Yes	18	12
	No	44	29.3
	To Some Extent	55	36.6
	No Idea	33	22
	Total	150	100.0

Source: Primary Data

The above table relates that the frequency and distribution to the training of computer among the elected women representatives working in study area based on the “Four Point Scale”, 18 respondents were reported that they have taken training in the field of computer, 44 respondents were reported that they have not taken training in the field of computer, 55 respondents were reported that they have taken training in the field of computer to some extent and 33 respondents don’t have idea whether the training is given in the field of computers.

Chart 4.26: Training of Computer

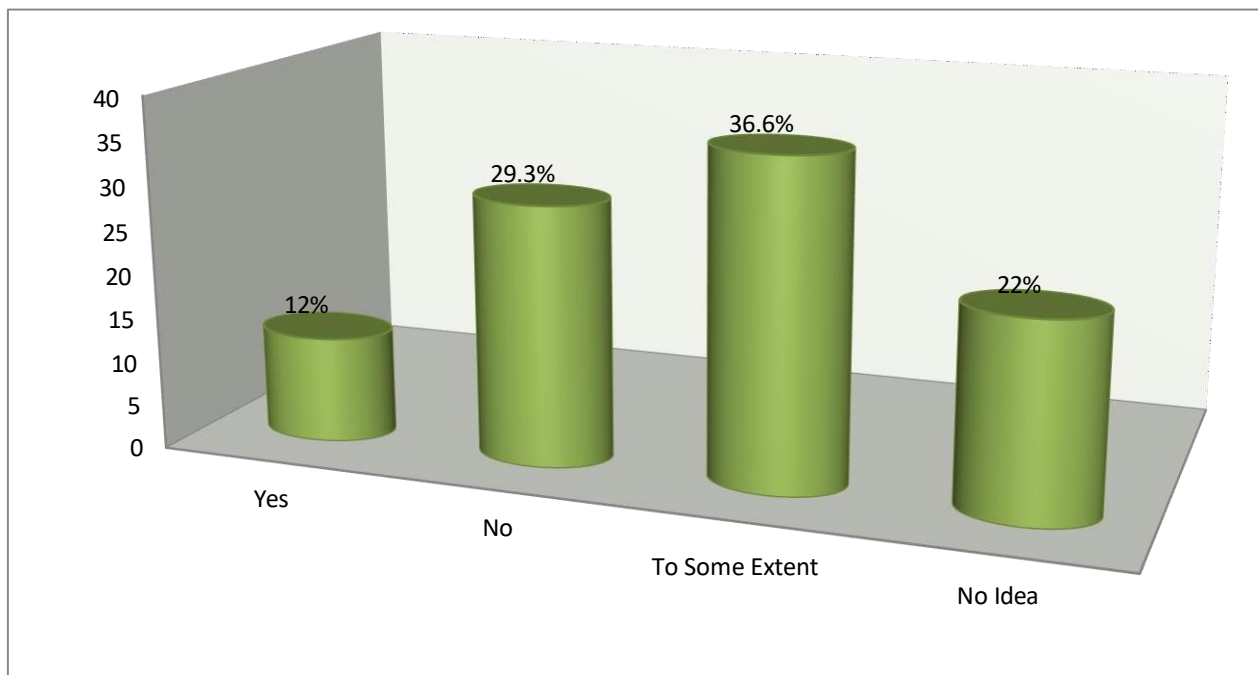


Table 4.27: Training Method of the Respondents

If yes, was your training is formal of non-formal		Frequency	Percentage
Valid	Formal	24	16
	Informal	126	84
	Total	150	100.0

Source: Primary Data

The above table discovers that the frequency and distribution to the training method of the respondents among the elected women representatives working in study area based on the “Two Point Scale”, 24 respondents were given formal training and 126 respondents were given informal training.

Chart 4.27: Training Method of the Respondents

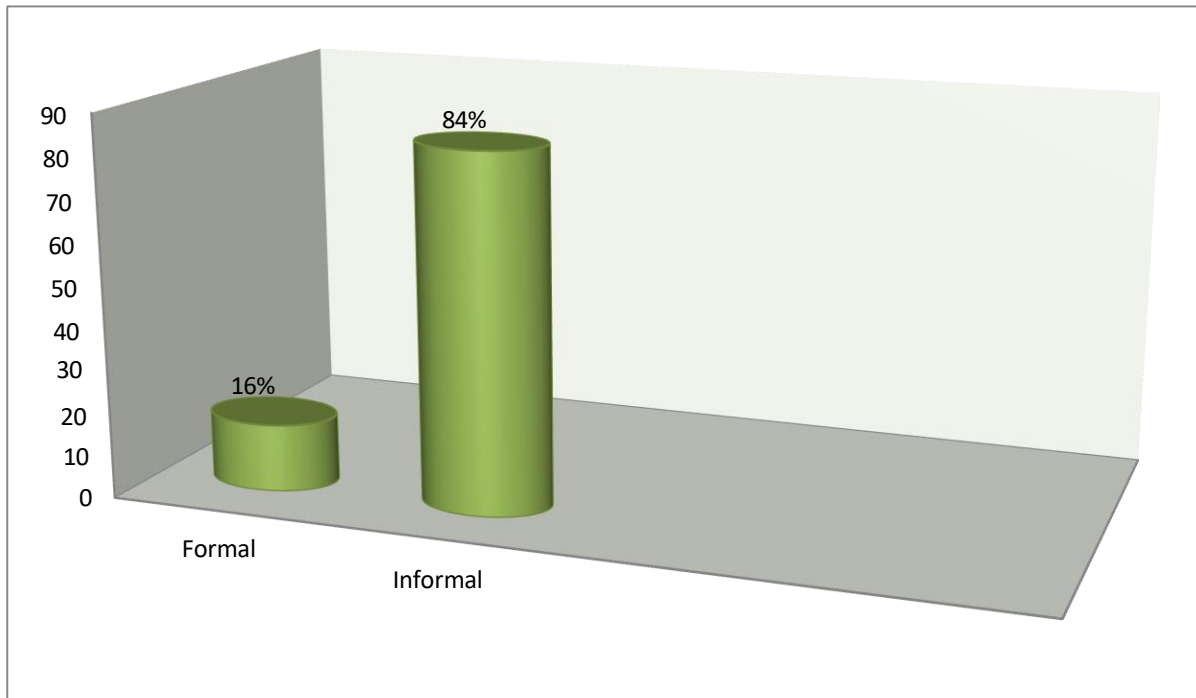


Table 4.28: Satisfaction of Training

Are you satisfied with the training provided by the Government		Frequency	Percentage
Valid	Satisfied	26	17.3
	Highly Satisfied	43	28.6
	Dissatisfied	18	12
	Highly Dissatisfied	63	42
	Total	150	100.0

Source: Primary Data

The above table acquires that the frequency and distribution to the satisfaction of training among the elected women representatives working in study area based on the “Four Point Scale”, 26 respondents were satisfied with the training provided by the government, 43 respondents were highly satisfied with the training provided by the government, 18 respondents were dissatisfied with the training provided by the government and 63 respondents were highly dissatisfied with the training provided by the government.

Chart 4.28: Satisfaction of Training

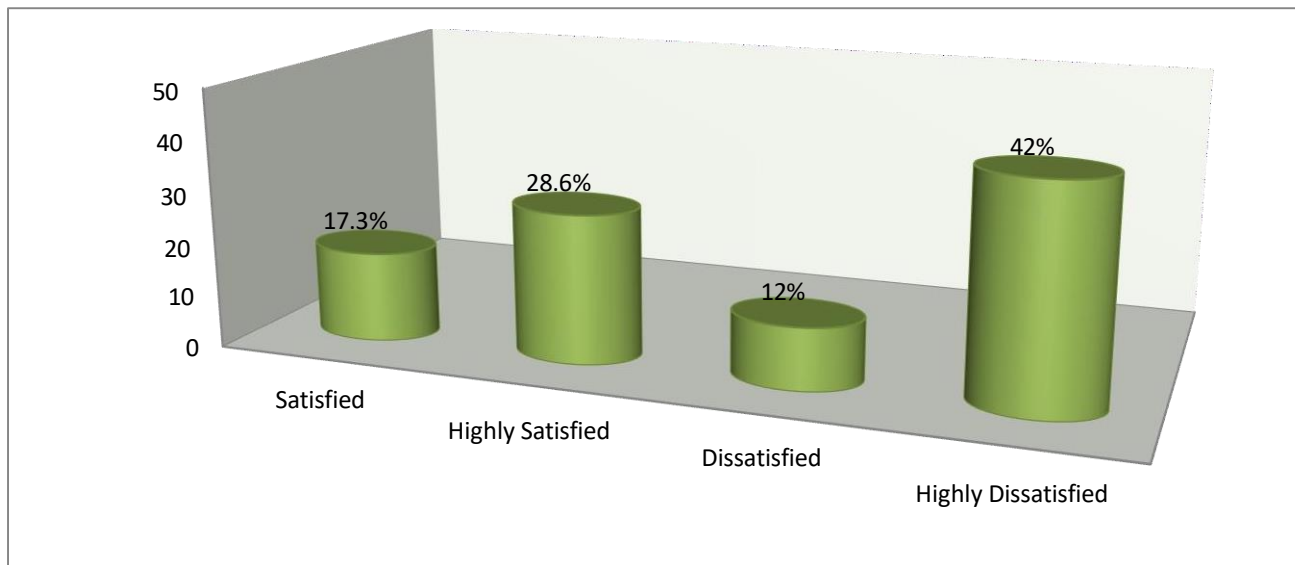


Table 4.29: ICT Training Useful for the Respondents

Whether your ICT training useful/helpful for your job		Frequency	Percentage
Valid	Yes	9	6.0
	No	33	22
	To Some Extent	91	60,6
	No Idea	17	11.3
	Total	149	100.0

Source: Primary Data

The above table single out that the frequency and distribution to the ICT training useful for the respondents among the elected women representatives working in study area based on the “Four Point Scale”, 9 respondents were reported that their ICT training is useful for the job, 33 respondents were reported that their ICT training is not useful for the job, 91 respondents were reported that their ICT training is useful for the job to some extent and 17 respondents were reported that they have no idea about ICT training whether useful or not.

Chart 4.29: ICT Training Useful for the Respondents

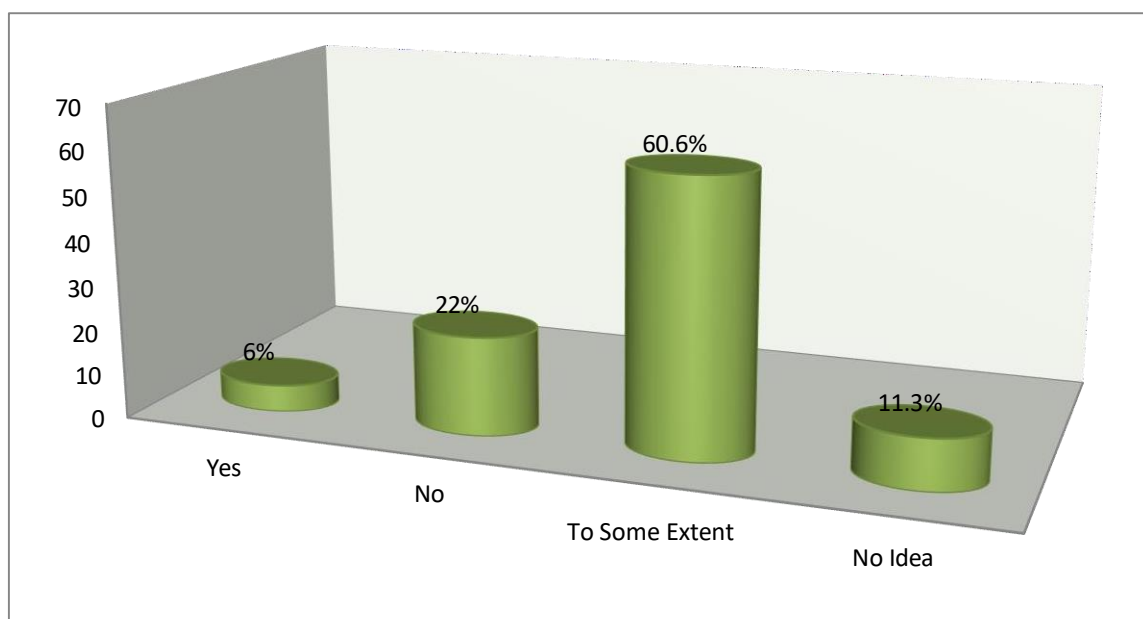


Table 4.30: Security Measures

Are any security measures taken to protect women working in Panchayat Raj Institution's		Frequency	Percentage
Valid	Yes	17	11.3
	No	43	28.6
	To Some Extent	76	50.6
	No Idea	15	10
	Total	150	100.0

Source: Primary Data

The above table notices that the frequency and distribution to the security measures among the elected women representatives working in study area based on the “Four Point Scale”, 17 respondents were given security measures to protect them, 43 respondents were not given any security measures to protect them, 76 respondents were given security measures to some extent and 15 respondents don't have idea whether security measures have taken to protect them.

Chart 4.30: Security Measures

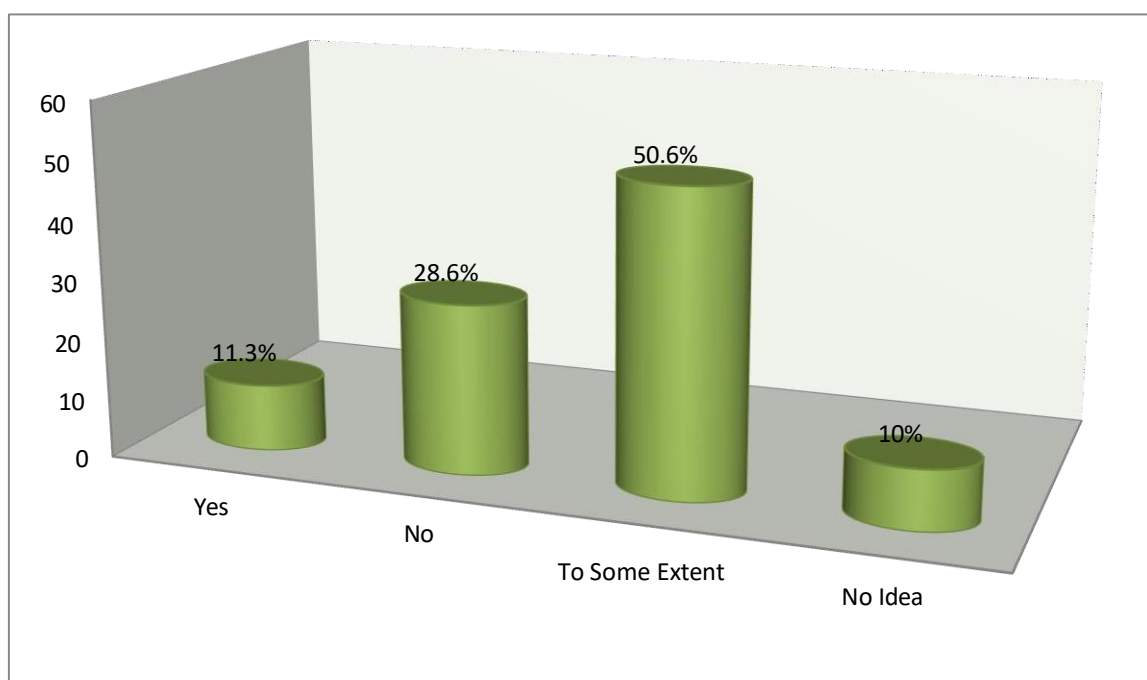


Table 4.31: Satisfaction of Work Culture

Are your satisfied with the work culture of your office		Frequency	Percentage
Valid	Yes	11	7.3
	No	77	51.3
	To Some Extent	55	36.6
	No Idea	7	4.6
	Total	149	100.0

Source: Primary Data

The above table connects that the frequency and distribution to the satisfaction of work culture among the elected women representatives working in study area based on the “Four Point Scale”, 11 respondents were satisfied with their work culture in office, 77 respondents were not satisfied with their work culture in office, 55 respondents were satisfied with their work culture in office to some extent and 7 respondents don’t have idea whether they are satisfied with their work culture or not.

Chart 4.31: Satisfaction of Work Culture

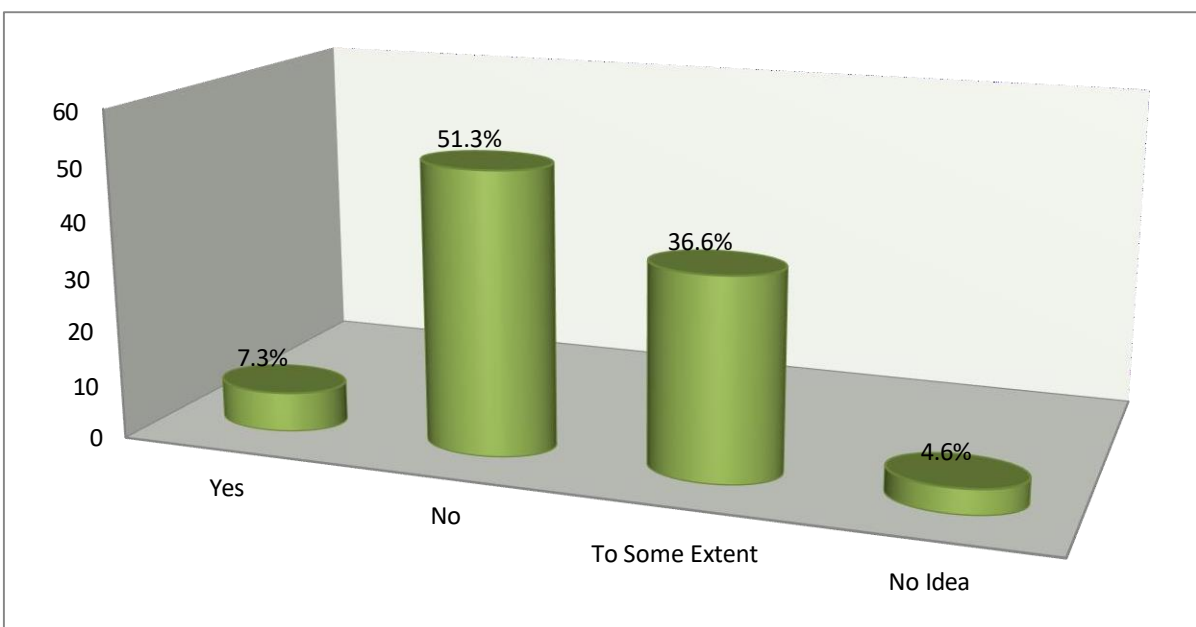


Table 4.32: Kind of Problems

If dissatisfied, what kind of problem you are facing at your workplace		Frequency	Percentage
Valid	Sexual Harassment	9	6.0
	Work Load	50	33.3
	Job Stress	37	24.6
	Any other	54	36
	Total	150	100.0

Source: Primary Data

The above table recognize that the frequency and distribution to the kind of problems among the elected women representatives working in study area, based on the “Four Point Scale”, 9 respondents were facing problem of sexual harassment at workplace, 50 respondents were facing problem of work load at workplace, 37 respondents were facing problem of job stress at workplace and 54 respondents were facing other problems in their workplace.

Chart 4.32: Kind of Problems

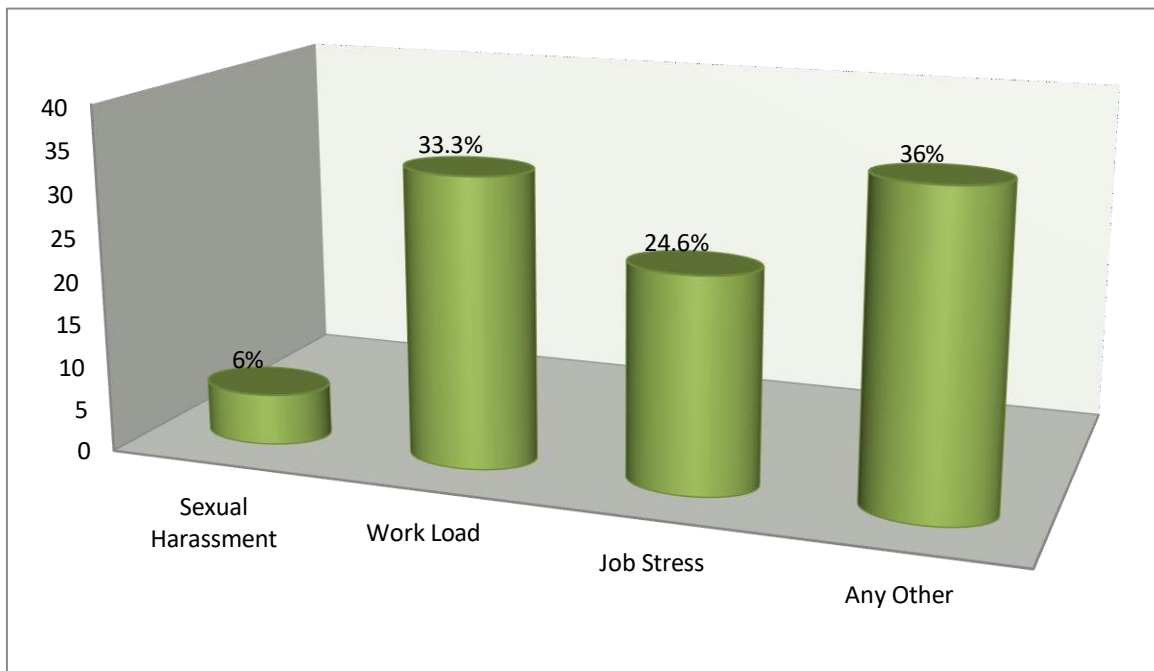


Table 4.33: Leisure Time of the Respondents

Being an elected women, do you get any leisure time for your family and your health		Frequency	Percentage
Valid	Yes	16	10.6
	No	67	44.6
	To Some Extent	64	42.6
	No Idea	3	2.0
	Total	150	100.0

Source: Primary Data

The above table attains that the frequency and distribution to the leisure time of the respondents among the elected women representatives working in study area based on the “Four Point Scale”, 16 respondents were having leisure time for their family and health, 67 respondents were not having leisure time for their family and health, 64 respondents have leisure time for their family and health to some extent and 3 respondents don’t have idea whether they are having leisure time or not for your family and health.

Chart 4.33: Leisure Time of the Respondents

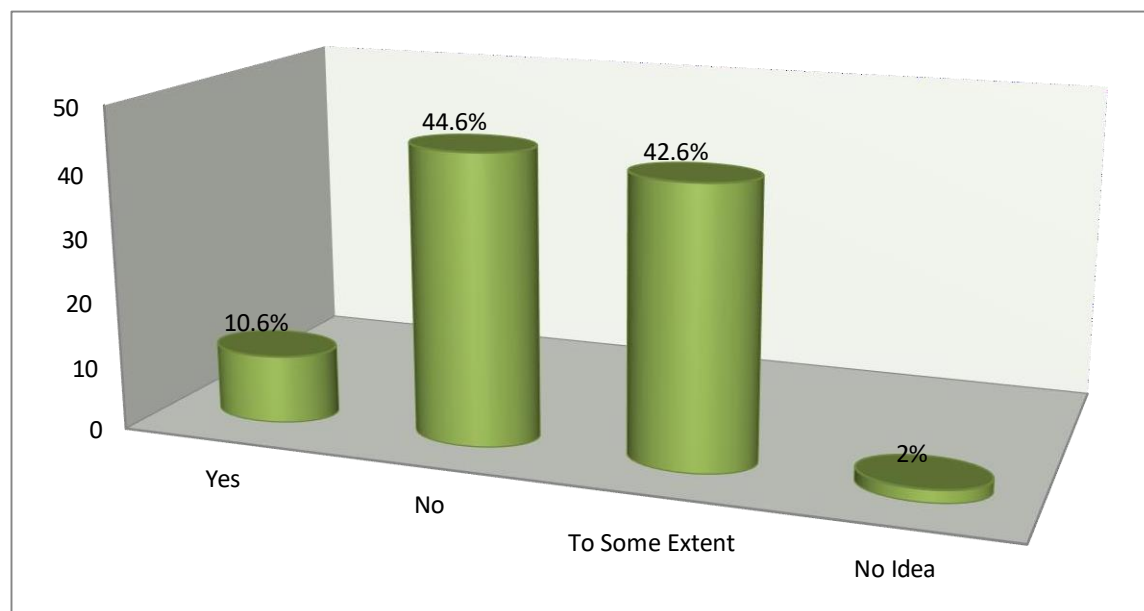


Table 4.34: Decision Making of the Respondents

Being an elected women, are you getting the freedom in the decision making of your family /institutions		Frequency	Percentage
Valid	Yes	22	14.6
	No	85	56.6
	To Some Extent	36	24.2
	No Idea	7	4.6
	Total	150	100.0

Source: Primary Data

The above table achieves that the frequency and distribution to the decision making of the respondents among the elected women representatives working in study area based on the “Four Point Scale”, 22 respondents were having freedom in the decision making of their family, 67 respondents were not having freedom in the decision making of their family, 36 respondents were having freedom in the decision making of their family to some extent and 7 respondents don’t have idea whether they have freedom or not.

Chart 4.34: Decision Making of the Respondents

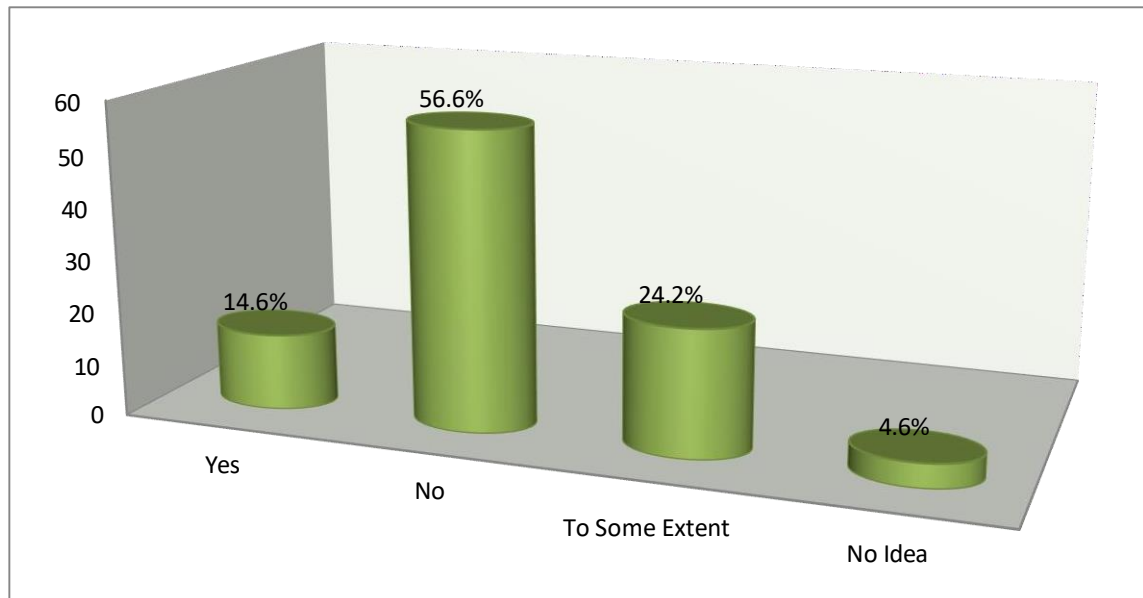


Table 4.35: Rating Workload of the Respondents

How would you rate your workload by using ICT		Frequency	Percentage
Valid	Properly Balanced	7	4.6
	Heavy	22	14.6
	Stressful	35	23.3
	Can't Sustain	86	57.3
	Total	150	100.0

Source: Primary Data

The above table adopts that the frequency and distribution to the rating workload of the respondents among the elected women representatives working in study area based on the “Four Point Scale”, 7 respondents were rated by using ICT their workload is properly balanced, 22 respondents were rated by using ICT their workload become heavy, remaining 35 and 86 respondents were rated by using ICT their workload is stressful and can't sustain.

Chart 4.35: Rating Workload of the Respondents

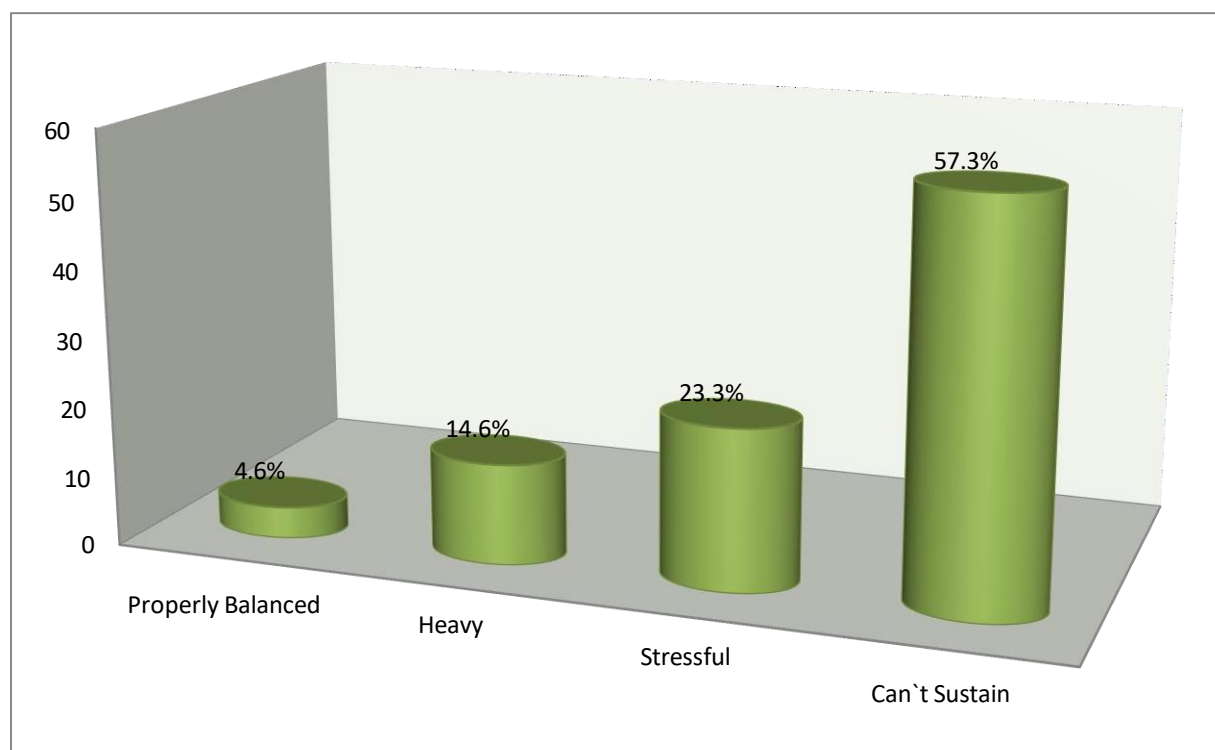


Table 4.36: Providing ICT Education

Do you agree the government is giving sufficient support to provide ICT education to the elected women		Frequency	Percentage
Valid	Agree	21	14
	Strongly Agree	37	24.6
	Disagree	23	15.3
	Strongly Disagree	69	46
	Total	150	100.0

Source: Primary Data

The above table associates that the frequency and distribution to the providing ICT education among the elected women representatives working in study area based on the “Four Point Scale”, 21 respondents were agreed that government is providing support to ICT education, 37 respondents were strongly agreed that government is providing support to ICT education. Furthermore, 23 respondents were disagreed that government is not giving sufficient support to ICT education and 69 respondents were strongly disagreed that government is not giving sufficient support to ICT education.

Chart 4.36: Providing ICT Education

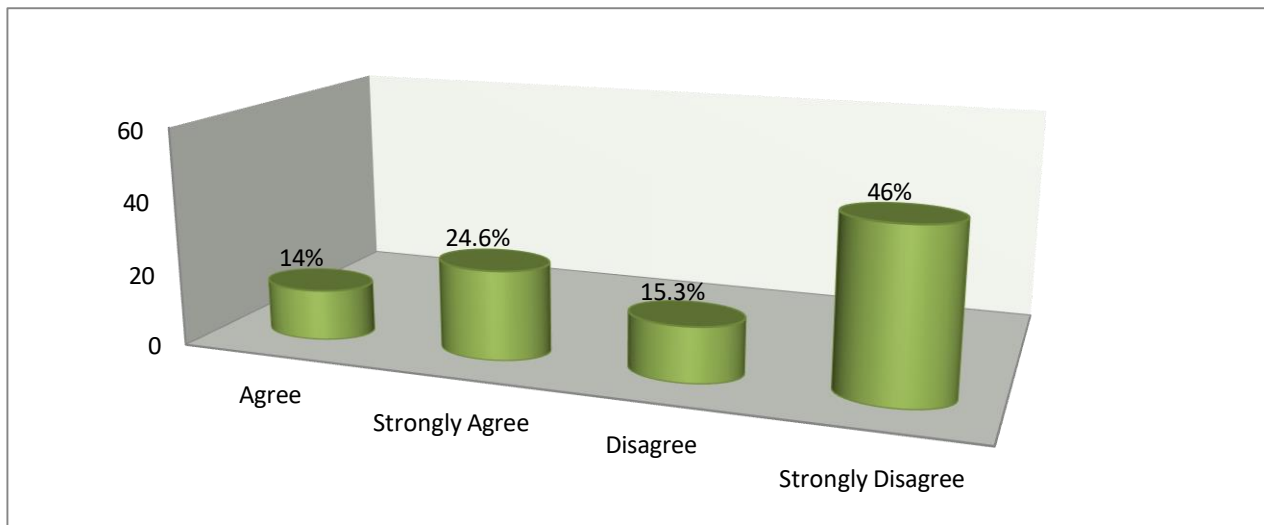


Table 4.37: Happenings in the Country and Outside

Do you agree the usage of ICT has helped folk women in India about what is happening in the country and outside		Frequency	Percentage
Valid	Agree	19	12.8
	Strongly Agree	43	28.9
	Disagree	13	8.1
	Strongly Disagree	75	49.7
	Total	150	100.0

Source: Primary Data

The above table catches that the frequency and distribution to the happenings in the country and outside among the elected women representatives working in study area based on the “Four Point Scale”, 19 respondents were agreed that the usage of ICT has helped folk women in India what is happening in the country and outside, 43 respondents were strongly agreed that the usage of ICT has helped folk women in India what is happening in the country and outside, remaining 13 and 75 respondents were disagreed and strongly disagreed that the usage of ICT has not helped folk women what is happening in the country and outside.

Chart 4.37: Happenings in the Country and Outside

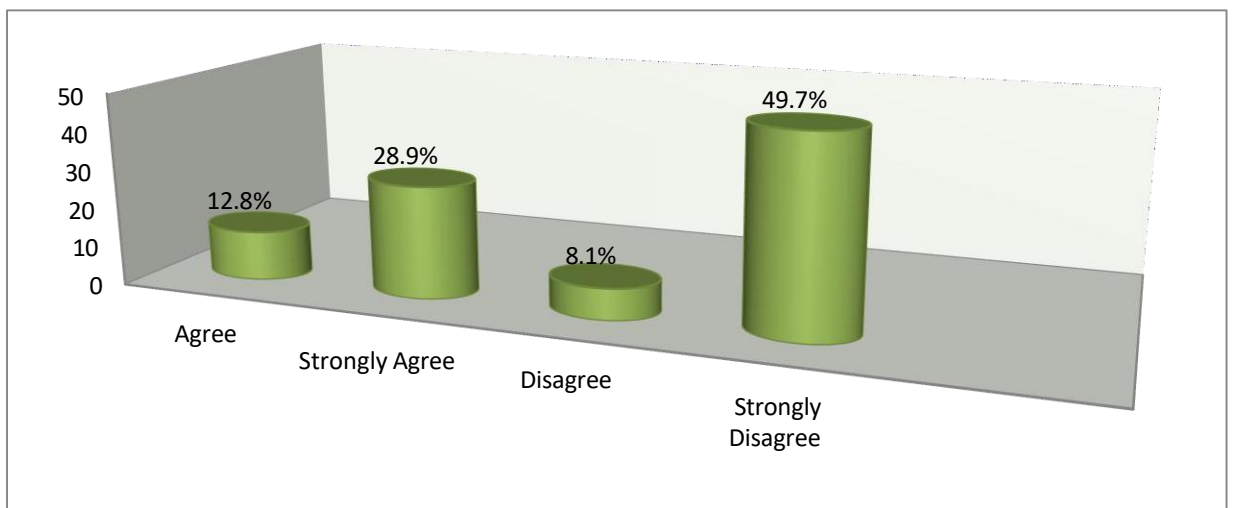


Table 4.38: Next Generation Development of the Respondents

Do you agree woman still want to make use of ICT for their generation development		Frequency	Percentage
Valid	Agree	36	24
	Strongly Agree	37	24
	Disagree	21	14
	Strongly Disagree	57	38
	Total	150	100.0

Source: Primary Data

The above table maintains that the frequency and distribution to the next generation development among the elected women representatives working in study area based on the “Four Point Scale”, 36 respondents were agreed that women still want to make ICT for their next generation development, 37 respondents were strongly agreed that women still want to make ICT for their next generation development, remaining 21 and 57 respondents were disagreed and strongly disagreed that women still want to use ICT for next generation development.

Chart 4.38: Next Generation Development of the Respondents

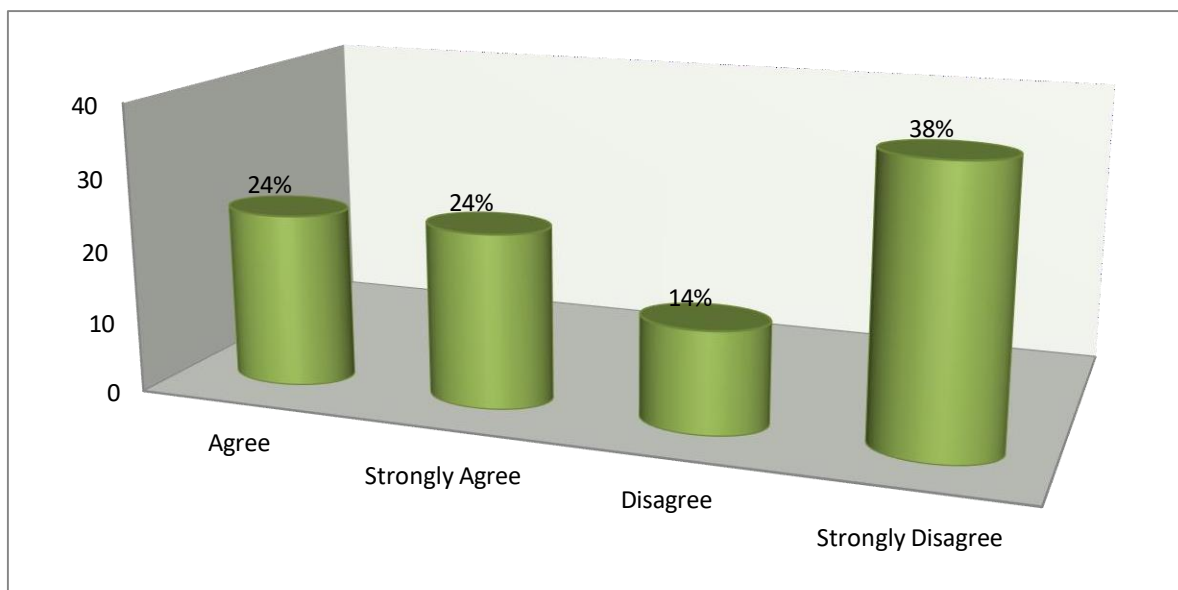


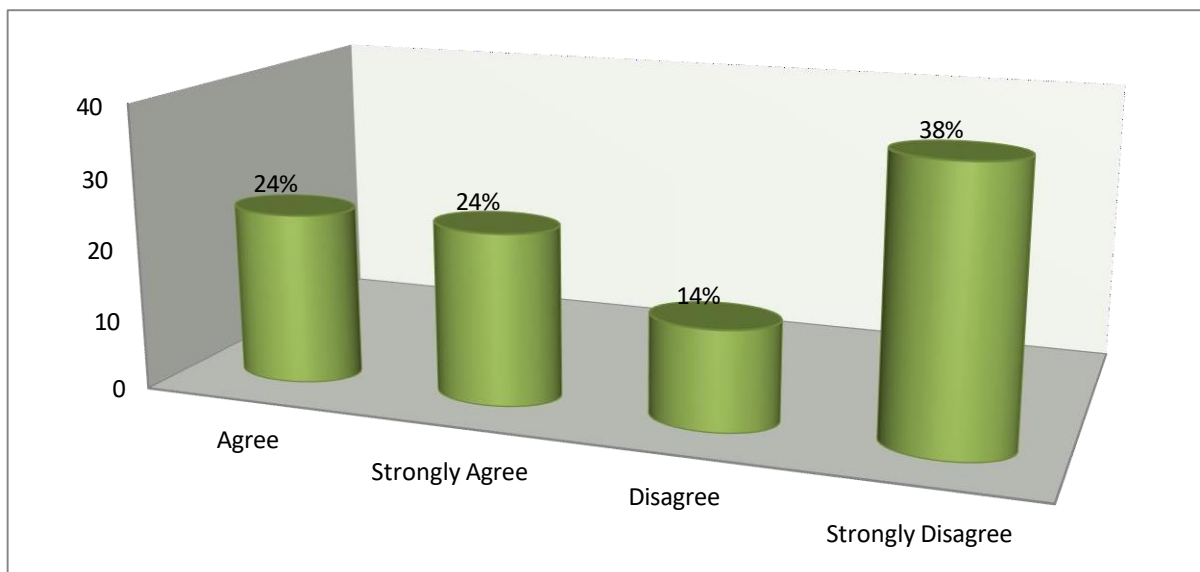
Table 4.39: Deprived of ICT Infrastructure

Do you agree folk women is deprived of ICT infrastructure		Frequency	Percentage
Valid	Agree	19	12.6
	Strongly agree	33	22
	Disagree	25	16.6
	Strongly disagree	73	48.6
	Total	150	100.0

Source: Primary Data

The above table examines that the frequency and distribution to the deprived of ICT infrastructure among the elected women representatives working in study area based on the “Four Point Scale”, 19 respondents were agreed that folk women are deprived of ICT infrastructure, 33 respondents were strongly agreed that folk women are deprived of ICT infrastructure, remaining 25 and 73 respondents were disagreed and strongly disagreed that folk women are deprived of ICT infrastructure.

Chart 4.39: Deprived of ICT Infrastructure



4. 4: Local Body Institutions

Table 4.40: Chi-Square and P-value of Religion and Community of Women Working in Local Body Institutions

		Community				Chi-Square	P-Value
		SC/ST	BC	MBC	Others		
Religion	Hindu	37	71	14	2	5.513	0.788 (NS)
	Muslim	1	7	0	0		
	Christian	7	8	1	0		
	Others	0	1	0	0		

Source: Primary Data

The above table clarifies that there is no significant association between community and religion of respondents working in local body institutions (Chi-Square = 5.513, P-Value = 0.788)

Table 4.41: Chi-Square and P-value of Age and Marital status of women working in Local Body Institutions

		Marital Status			Chi- Square	P-Value
		Married	Unmarried	Divorced		
Age	20-25 years	6	16	1	39.93	0.000**
	26-30 years	28	32	3		
	31-40 years	37	4	0		
	Above 40 years	19	3	0		

Source: Primary Data

The above table summarizes that there is no significant association between marital status and age of respondents working in local body institutions (Chi-Square = 39.93, P-Value = 0.000)

Table 4.42: Chi-Square and P-Value of Income and Education of Women Working in Local Body Institutions

		Income				Chi - Square	P-Value
		1000 to 15000	16000 to 30000	31000 to 45000	Above 45000		
Education	Under Graduate	54	28	7	2	27.11	0.001**
	Post Graduate	12	22	7	6		
	Professional Course	2	3	1	0		
	Diploma Course	0	5	0	0		

Source: Primary Data

The above table verifies that there is no significant association between income and education of respondents working in local body institutions (Chi-Square = 27.11, P-Value = 0.001)

Table 4.43: Chi-Square and P-Value of Member and Age of women working in Local Body Institutions

		Member			Chi- Square	P-Value
		Member	Non-member	Other		
Age	20-25 years	8	14	1	3.282	0.773 (NS)
	26-30 years	27	35	1		
	31-40 years	18	23	0		
	Above 40 years	11	11	0		

Source: Primary Data

The above table frames that there is no significant association between member and age of the respondents working in local body institutions (Chi-Square = 3.282, P-Value = 0.773)

4.5 Information Technology

Table 4.44: Chi-Square and P-Value of Religion and Community of Women Working in Information Technology Sector

		Community				Chi-Square	P-Value
		SC/ST	BC	MBC	Others		
Religion	Hindu	20	100	15	5	7.713	0.000**
	Muslim	10	20	5	5		
	Christian	20	30	5	5		
	Others	10	40	10	0		

Source: Primary Data

The above table shows that there is no significant association between community and religion of women working in information technology sector (Chi-Square = 7.713, P-Value = 0.000)

Table 4.45: Chi-square and P-value of Marital Status and Age of women working in Information Technology Sector

		Marital Status			Chi- Square	P-Value
		Married	Unmarried	Divorced		
Age	20-25 years	10	110	0	54.93	0.000**
	26-30 years	50	30	5		
	31-40 years	40	10	15		
	Above 40 years	20	0	10		

Source: Primary Data

The above table decides that there is no significant association between marital status and age of respondents working in information technology sector (Chi-Square = 54.93, P-Value = 0.000)

Table 4.46: Chi-Square and P-Value of Income and Education of women working in Information Technology Sector

		Income				Chi- Square	P-Value
		1000 to 15000	16000 to 30000	31000 to 45000	Above 45000		
Education	Under Graduate	60	100	20	10	27.11	0.001**
	Post Graduate	20	30	15	5		
	Professional Course	5	10	10	15		
	Diploma Course	0	0	0	0		

Source: Primary Data

The above table dictates that there is no significant association between income and education of respondents working in information technology sector (Chi-Square = 27.11, P-Value =0.001)

Table 4.47: Chi-Square and P-Value of Member and Age of Women Working In Information Technology Sector

		Member			Chi- Square	P-Value
		Member	Non-member	Others		
Age	20-25 years	20	70	0	4.482	0.573 (NS)
	26-30 years	30	20	0		
	31-40 years	40	10	0		
	Above 40 years	60	20	0		

Source: Primary Data

The above table progress that there is no significant association between member and age of respondents working in information technology sector (Chi-Square = 4.482, P-Value = 0.573)

4.6 T-test

Table 4.48: Mean, SD, T-Value and P-Value of ICT in the Work Environment Had Made Your Life Easier among Women's Working in Local Body Institutions and Information Technology Sector

Population	N	Mean	SD	T-Value	P-Value
Local Body Institutions	150	3.546	0.234	1.024	0.000**
Information Technology Sector	300	5.836	0.345		

Source: Primary Data

The above table spells out that there is a significant difference between women's working in local body institutions and information technology sector on ICT in the work Environment had made your life easier.

Table 4.49: Mean, SD, T-Value and P-Value Of Satisfaction With the ICT Facility In Your Work Place Among Women's Working In Local Body Institutions And Information Technology Sector

Population	N	Mean	SD	T-Value	P-Value
Local Body Institutions	150	2.361	0.134	1.156	0.000**
Information Technology Sector	300	4.996	0.145		

Source: Primary Data

The above table declares that there is a significant difference between women's working in local body institutions and information technology sector on satisfaction with the ICT facility in your work place.

Table 4.50: Mean, SD, T-Value and P-Value of Use of Internet Has Made Life Easier among Women's Working In Local Body Institutions and IT

Population	N	Mean	SD	T-Value	P-Value
Local Body Institutions	150	2.000	0.534	1.783	0.001**
Information Technology Sector	300	5.132	0.945		

Source: Primary Data

The above table scrutinizes that there is a significant difference between women's working in local body institutions and information technology sector on usage of internet has made life easier.

CHAPTER 5

ISSUES OF GENDER EQUALITY THROUGH INFORMATION AND COMMUNICATION TECHNOLOGY

The introduction of ICT's it has acquired new dimensions to it. ICT has the potential to bring out about the change and development of nation and has already started taking steps in different areas like education etc. More specifically to women, it brings overall change and allows the movement of empowering women through its usage. In this chapter we are going to see how specifically it has affected the role that woman taken in different sectors like health, education and entrepreneurship the current role of ICT development in women empowerment, the factors affecting women participation in information communication and technology.

5.1 Concept of Gender Equality and Women Empowerment

Gender equality and Women empowerment is the third of eight MDG (Millennium development goal). It is intrinsic rather than an instrument goal, explicitly valued as an end in rather as an instrument for achieving goals. The translation of this goal into the target of entering or eliminating gender disparities at all levels of education within a given time period is disappointing narrow. However the indicators to monitor progress in achieving goal are somewhat more wide ranging.

- Closing the gender gap in education at all levels.
- Increasing women's share of wage empowerment in the non-agriculture sector.
- And increasing the proportion of seats held by women in national parliaments.

The three indicators implied for women empowerment are education, employment and political participation is considered essential to the achievement of gender equality and women empowerment. Each of these resources certainly has the potential to bring out the positive change in women's lives, but in each case, it is the social relationship that governs access to the resource in question that will determine the extent to the potential is realized. Thus in each case there is both positive and negative evidence about the impact of women's access to these resources on their lives.

5.2 Gender Equality and ICT

While there is recognition of the potential of ICT as a tool for the promotion of gender equality and the empowerment of women, a "gender divide has also been identified, reflected in the lower numbers of women accessing and using ICT compared with men. Unless this gender divide is specifically addressed there is a risk that ICT may exacerbate existing inequalities between women and men to create new forms of inequality. If, however, the gender dimensions of ICT in terms of access and use, capacity building opportunities, employment and potential for empowerment are explicitly identified and addressed. ICT can be powerful catalyst for political and social empowerment of women, for the promotion of gender Equality.

5.3 Historical Background an Attention to Gender Equality and ICT

Over the past decade, the United National intergovernmental processes have played a role in identifying key issues and proposing strategic actions to enhance women's empowerment

through ICT. An emerging gender divide was identified in 1993 by the United National Conference (commission) on Science and Technology for Development (UNCSID) in research conducted in preparation for the fourth world conference on women.

The commission identified significant gender differences in levels of access to control of and advantages accessing from a wide range of technology development. It concluded the information revolution appeared to be by passing women. It concluded that the information society culture was silent on gender issues, and the neither research nor the practical projects in the information technology field had addressed the specific circumstances of women.

The Beijing declaration and platform for action adopted at the fourth world conference on women in 1995 drew attention to the emerging global communication network and its impact on public policies, as well as the attitudes and behavior of individuals. It is called as empowerment of women through enhancing their skills, knowledge and access to use of information technologies. It also includes a strategic objective, increase the participation and access of women to expression and communication in and through media and new technologies of communication.

Based on knowledge and the experience has emerged in the previous of five years, the twenty third special session of the general assembly, held in June 2000 to review progress in implementation of the platform for action, recognized that ICT had created new opportunities for women and contributed to knowledge sharing, networking and electronic commerce activities. Members states acknowledge the poverty, lack of access and opportunities illiteracy (including computer literacy) and language barriers prevent using ICT, including the internet. Steps were proposed to ensure that the women benefited fully from ICT including equal access to ICT related education, training and entrepreneurship opportunities, social equal access as producers and consumers of ICT through public and private partnership.

Later that same year, the Ministerial declaration on Development and International Co-operation in the twenty first century adopt by the Economic and Social Council stated that “The potential to help foster sustainable development, empower people, including women and youth, building capacities and assist small medium sized enterprises, reduce poverty and reinforce popular participation and informed decision making at all levels is enormous

During its forty seventh sessions in 2003, the commission on the status of women recognized the topic “Participation and access of the women to the media’s and ICT their impact on and use as an instrument for the advancement and empowerment of women. The commission had focus directly on the issue of ICT and the empowerment of women. The commission addressed women equal access to ICT based economic activities and employment, such as through telecasters, information centers and business incubators. This conclusion put forward a series of recommendation in the areas of policy development and regulatory aspects, access, education, employment, partnership, resources, research collection and data practices, governments, international financial institution’s and civil society were urged to ensure equal access for women to ICT. Based economic activities, such as small business and home based employment information systems and improved technologies, to create employment opportunities created by the implementation of ICT. They were called on to respect differences in local languages, local knowledge systems and locally produced content in media and communication and to increase efforts, to compile and disaggregate statistics on ICT by sex and age, as well as to develop gender specific indicators on ICT.

In the preparation for the commission, the division for the advancement of women in co-operation with ITU and the United Nations ICT task force secretariat organized an Expert Group Meeting on Information and Communication technology and their impact on and use as an instrument for the advancement and the empowerment of women, in the republic of force in non

2002. The meeting considered four themes; National ICT policies and gender equality, ICT for women economic empowerment, ICT for women participation and ICT for enhancing women's capabilities.

The expert's recommendation address to government and other relevant factors at the national and international levels, the experts expert recommend that all stake holders take the action ensure gender equality and women rights were integrated to the world summit on the information society and its follow-up-programmers

5.4 ICT Arena

New technologies in the information and communication arena, especially the internet have been as ushering in a new age. There is a mainstream view that such technologies have only technical rather than social implications. The dramatic positive changes brought in by these ICT's however, have not touched all of humanity. Existing power relations in society determine the enjoyment of benefits from ICT's; hence these technologies are not gender neutral.

Access to new ICT'S is still a faraway reality for the vast majority of people. The countries of the south Indian particularly rural population have to a signification extant been lift out of the information revolution give the absence of basic infrastructure, high cost of ICT deployment, unfamiliarity with ICT's, dominance of the English language in internet content and indeed back of demonstrated benefit from ICT's to address ground development changes. These barriers pose even greater problems for women, who are more likely to be illiterate, not know English, lack opportunities for training in computer skills. Domestic responsibility, cultural restrictions on mobility, lesser economic power as well as lack of relevance of content to their lives, further marginalize them from the information sector.

The ICT arena is characterized by the strategic control exercise by powerful corporations and nations-monopolies built upon the intellectual property regime, increasing surveillance of the internet and an undermining of its democratic substance, exploitation of the powerless by capitalist imperialism, sexism and racism. With the ICT arena women have relatively little ownership of an influence on the decision making processes, being underrepresented in the private sector and government bodies which control this arena.

ICT's have brought employment gains including for women. However patterns of gender segregation are being informed in the information economy, where men hold the majority of high skilled, high value added jobs, where as women are concentrated in the low skilled jobs. Work in call centers perpetuates the devaluation of women's labour and the organization in the information technology sector, as elsewhere, reward behavior that is considered masculine.

Some international organizations and civil society groups are engaging with issues that concern the democratization of the ICT arena from the digital divide and the right to communicate, to cultural diversity and intellectual property rights. Gender equality advocates have also been pushing for gender dimensions, of the information society , integrating gender perspectives in national ICT polices and strategies, providing content relevant to women, promoting women's participation in the information economy and regulating violence against women and children connected to pornography of the internet. The World Summit on the information society (WSIS) held at Geneva in Dec 2003, brought together the multiple stakeholders in the arena to address the challenges and possibilities posed by ICT's, although with mixed outcomes.

ICT have also been used by many as tools for social transformation and gender equality;

- E-commerce initiatives that link women artisans directly to global markets though the internet, as well support their activities with market and production information are being tried today in many places.

- E-government programmes have been initiated by some government using ICT's to make government services more accessible to citizens by providing them electronically, in some cases with an explicit strategy to ensure their services reach women and others who face barriers to access.
- Health education have used the radio to communicate information related to women's sexual reproductive health possibilities based on the internet are also being explored.
- Information sharing and dialogues through email, online newsletter between women from the north and south among women in the south have enabled collaboration and a convergence of effort on a global scale to push the agenda of gender equality.

Such activities have been most effective where they go beyond issues of access and power relations. Effectiveness and reach have also been enhancing by combining "old" technologies such as radio with the "new" technologies such as Internet. Far reaching changes towards gender equality and women empowerment in the ICT arena are needed at every level- international, national and programmes. Endangering ICT is not nearly about the gender use of ICT's by women, it is about transforming the ICT system

5.5 Need for Gender Consideration in ICT Policy

ICT is the driving force that is increasing resulting in tremendous change in all aspects of our lives including education, knowledge dissemination, social interaction, political engagement, health and economic practices. In the last decades ICT become a powerful and widespread communication platforms, particularly given the convergence of existing communication media with new communication technologies. ICT can be used to increase access to employment, education or health services, strengthen democracy, improve transparency, and provide a platform for different voices and cross cultural knowledge exchanges.

The social, political and economic changes brought by new information and communication technology have promoted certain shifts in development thinking. Women empowerment is central to human development as a process of enlarging people's choices, this cannot be realized when half of the choices of the humanity are restricted. Targeted actions aimed at empowerment women and righting gender inequities in the social and economic shape, as well as in terms of civil and political rights, must be taken alongside efforts to engender the development process.

In our society today there are evidences of a gender imbalance in the use of ICT that threaten to restrict women to be equal partners. Beneficiaries of the emerging information society these creating a gender based digital divide. It has been felt that unless concerted and corrective policy initiatives are taken, women will continue to be excluded from the information society. Engendering ICT policies and programs become relevant especially when there is much evidence to show that policy making in technological field often ignores the needs, requirement and aspirations of women unless gender analysis is included.

Despite the views of many government policy makers that as well as thought out general benefits all, there is no such thing, as a gender blind or neutral ICT policy. The government has already gotten a gender policy that will need to spell out gender issues in every policy sector, on the contrary, there is much evidence to show that policy making in technological fields often ignore the need, requirements and aspiration of women unless gender analysis is included. If the gender issues are not articulated in ICT policy is unlikely that girls and women will reap the benefits of the information age.

ICT policies and regulation are developed, managed and controlled in majority by men. One problem is that at both the global and national levels, decision making in ICT is generally

treated as a purely technical area (typically for male experts) where little or no space is given to civil society. Deregulation and privatization of the tele communication industry is also making decision making in this sector less and less accountable to citizens and local communities, which further extent women's role in decision making and control of resources.

Given the under representation of women in ICT-policy processes, women needs and views are not reflected in ICT frameworks. If women are to benefit from ICT frameworks. If women are to benefit from ICT intervention, mainstreaming the perspective and concerns of women is one of the important task that should be undertaken. Very few governments however, involve women in process of formulating national ICT policies and strategies, beginning with the nomination of gender-balanced terms, consulting gender and ICT experts for supporting women's groups to provide inputs from a civil society perspective.

Another obstacle to drafting gender sensitive policies on ICT's and mapping, analyzing the impacts of women and men lives, is the absence of comparable sex-disaggregated data. ICT access, use education, employment participation in decision making and development etc. Women have seen ICT only as a tool and left aside other issues like their strategic use and the relevance of ICT policies that would facilitate more and better access to women, especially those in marginalizing areas unemployed, illiterate or who have not the chance to even know how a computer works.

Government tends to be open to recognize gender as a cross cutting issue and even to address it with certain context (such as universal access programs). However they are normally not able to link between the gender and need for gender analysis in many other accepts of ICT policy, including, pricing, affordability issues, network development, universal services, fund selection criteria, licensing etc, even in those cases where gender has made it to policy level, there is still need to ensure the implementation, will reflect a gender perspective and work towards gender equality

Principle of Gender Equality

Empowerment of women is a major social phenomenon which requires an understanding of its multi-dimensional influence, including our family structures. According to 2011 census contain an important message because it is far from a balanced gender ratio. The challenge is to work towards a balanced population and if this prejudice is to overcome, the rights of women need to be protected. Greater access to education, health, skill building, Credit facilities and Opportunities for decision making and legal rights should be made available to women to empower them.

The principle of gender equality is enshrined in our constitution which guarantees equality to women, and empowers the state to adopt measures of positive determination in favor of women for removing the cumulative socio-economic, educational disadvantages faced by them. Within a framework of democratic polity our laws, development policies, plans and programmes have aimed at women's advancement in different spheres. The government has several programmes which cover welfare and support services, awareness generation and gender sensitization .These programmes play a supplementary role to other development programmes in health, education,agriculture and rural development sectors .All these efforts are directed to make women economically and socially empowered .So that they can become equal and active partners in national development along with men.

The National Policy for Empowerment of Women (2001) has outlined three policy approaches to do away with gender inequality. It has been proposed to make gender sensitive to women needs. Moreover, women must be economically and socially empowered through focused efforts. Better results can be produced by determined women citizens empowering

themselves and being encouraged to do, so by enlightened segments of society and public opinion

Government of India policy on women development has undergone various shift of emphasis since independence. The most significant changes occurred during fifth five year plan the shift from welfare to development. During the eight plan, there was a renewed emphasis on development of women as equal partners in the development process. Today, with focus on inclusive growth, there is a heightened awareness about inclusiveness and empowerment Women need to empower themselves from below, and this calls for a change of values and behavior and need for economic empowerment. All problems centre around inequality and therefore steps to promote equality of treatment and full integration of women in the development of the country must be promoted.

5.6 The Information Society and Gender Equality

The rapid global spread of Information and Communication Technology and particularly the proliferation of mobile internet devices, it is redefining not only the realms of information and communication but the very nature of Social structures and institutions (Castells 2000)

ICT is an umbrella form that includes any communication device or applications encompassing radio, televisions, cellular phones, computer and network hardware, software and satellite systems as well as the various series and application associative with them, such as video conferencing, distance learning, televisions, computers, cell phones, the internet and the delivery systems, cable ,wireless, telephones, satellite, broadcast-converge to prove the way for what to be referred as the information revolution or digital revolution, the way in which the information is produced, stored, processed, distributed and exchanged is fundamentally transformed.

Today, the internet as the backbone of our global information and communication systems enables different hardware and software tools to come together as a passive global network the resultant social phenomenon is other referred to as information society or network society. The information society is not gender natural it has different implications for women, men, girls and boys and for relationship between them.

It is therefore vital to begin reflecting more critically on how ICT's are changes the nature of gender relations in socials political, economic and culture landscapes on one hand is important to recognize and harness the potential of increasing ICT access and transforming gender power relations and empowering them especially those are poor. As many have pointed out, connectivity increasingly marks as the key difference between exclusion and opportunity and the question of ICT access is becoming central to the development agenda on the other hand ,it is essential that we do not put all our faith in ICT's to solve the problem of gender inequalities.

Today, an increasing number of women have access to digital technologies but all too after, when women use smart phones or access the internet, the assumption is made that putting these technologies into their hands will be necessarily empowering, without discounting any possibilities for gender transformative change in the information society

It is important to examine how techno-social practices, reproductive gender power differentials, which norms are privileged in the structures of the internet and how the logic of techno-social spaces is contingent upon the design and production of technological architect

(Wajaman 2007). Above all it is imperative to ensure that ICT's are not manipulated in ways that deepen existing gender inequalities or create new ones. From a gender justice standpoint, a more nuanced and long term perspective than give access get empowerment is needed for positive gender outcomes in the information society (Vaughan 2006)

5.7 Gender and Empowerment in the Information Economy

In the last three decades, we have seen the acceleration and spread of new technologies, particularly information and communication technologies (ICT's) throughout the world. This is generating a modern day industrial revolution leading to a paradigm variously called the new economy the information society or the digital society or economy. The rise of an information or knowledge society of which the digital economy is the key component is significantly changing the way we live and work together. However in the current context of ICT's drawn globalization, there is no guarantee that the inequalities and asymmetrical power relationships between the rich and poor countries and among different groups will be reduced. Indeed, there are serious concerns that the digital divide within and across nations will simply existing material disparities with consequent social tension. To be sure only a very small percentage of the world population is connected in the network society and the majority of women and men in the developing world are affected by exclusion rather than inclusion .Moreover, women in both the developing and developed countries, embedded with patriarchal contexts are most probably heavily disadvantaged compared to men in both the access to and control over ICT.

It is against this exciting and growing digital gender divide, can ICT be a drawing force for the empowerment of women and make a difference in development (Mitter, Fernandez and Varghese 2004) some have argued that ICT divert focus in terms of attention and funding from basic issues and needs such as water, food, clothing ,shelter, security and literacy. While these concerns are critical, especially in poor counties, we also argue the addressing of digital divide is an urgent task for several reasons;

Firstly, digital divide could exacerbate already existing inequalities in society between high, low and middle income countries, communities and people within them as well. Secondly, due to asymmetrical power relations in security, it is native to assume that all countries and individuals automatically gain equally from globalization and ICT. Thirdly, if we don't engage with the information society, in the formative years, human as well. Fourthly women active involvement is essential to ensure that a plurality and diversity of views are accepted in the information society. This engagement is another step towards promoting gender equality in the information society.

Several scholars and activists have raised concerns about the problems associated with the information society , especially the masculine nature of ICT's, the patriarchal structure with which ICT's are introduced , feminization of low skill ICT jobs, the unequal gendered access to technological education, the degradation and devaluation of women employed in certain sector. There is no doubt that ICT's have, for the first time, opened up the windows of opportunities to a vast number of young women who would have remained unemployed or under employed, despite their religiously high levels of education.

In the date 1970's the development of micro electronics and computers led to the emergency of global assembly line creating employment opportunities for women in the developing world. Initially, the outsourcing of work from high-waged countries to low waged

ones was confined mainly to manufacturing with today's networking technologies outsourcing spreading at a much faster rate to services work giving rise to never international division of labor and global trade in digitized information.

Women are playing important role in this transnational restructuring as employers, employees, entrepreneurs as well as civil society activists on the internet among others. Despite these opportunities, there are reasons to assess further, if the women remains vulnerable to patriarchal controls in the new economy as the old. We felt it would be worth exploring whether early marriages, lack of decision making power in the family, low esteem in society and sexual harassment of work are the just some of the problems they face. For them even relatively low value added operations such as lack office activities, which do not need access to elite and expensive technical institutions, bring relatively high incomes, some degree of mobility personal freedom and negotiating women themselves can perhaps, decide whether or even, how to opt for the ICT's in coping with their basic livelihood needs

5.8 Gender ICT and Millennium Development Goals

Gender equality and information and communication technology are important in the achievement of millennium development goals (MDG's) in the policy planning and practice. The 2000 Millennium declarations of the United Nations (UN) formed an international agreement among member states to work toward the reduction of poverty and its effects by 2015 through eight millennium development goals.

- Eradicate extreme poverty and hunger.
- Achieve universal primary education
- Promote gender equality and the empowerment of women.
- Reduce child and maternal mortality
- Improve maternal health care
- Combat HIV and AIDS, Malaria and other major diseases
- Ensure environmental sustainability
- Develop global partnership for development.

Progress forward gender equality and the empowerment of women is one goal that is important to achieving the others poverty, hunger, illiteracy, environmental threats, HIV and AIDS other health threats disproportionately affect the lives of women and their dependent children. Gender sensitive ICT application to education, health care and the local economics have helped communities progress towards MDG's.

ICT applications facilitate rural health care workers access to medical expertise through phones and the internet. Teacher expand learning resources through the internet and satellite services, providing a greater knowledge base for learners, small entrepreneurs with ICT and training move their local business into world markets. ICT diffusions into world communication system have been pervasive. Even some of the poorest economics in Africa show the fastest cell phones growth through Internet access and landline numbers are still low (International telecommunications union), 2003. ICT access or a lack of it impacts participation, voice and

decision making in local, regional and international communities.

UN secretary Kofi Annan stressed the critical need for partnerships to facilitate technology training to enable information exchange and analysis. ICT facilities sharing of success and failure, progress evaluation of work in all MDG target areas.

Targets and indicators measuring progress were selected for all MDG's. Gender equalities and women empowerment are critical to the achievement of each other goal. Inadequate access to the basic human needs of clean, water, food, education, health services and environmental sustainability and the support of global partnership impacts greater number of women therefore the targets and indicators for the goals address formula in education, employment and political participation, progress to eliminate gender disparity in primary and secondary education preferably by 2005 and in all levels of education no later than 2015 will be measured by following indicators.

- Ratio of girls to boys in primary secondary and tertiary education
- Ratio of literate females to males who are 15 to 24-years old.
- Share of women in wage employment in the non-agricultural sector.
- Proportion of seats held by women in national parliaments (World Bank 2003).

Education is positively related to improve maternal and infant health, economic empowerment and political participation (United Nations development education programme), 2004. Education systems in developing countries are beginning to offer or seek ways to provide ICT training as a basic skill and knowledge base proactive policy for gender equality in ICT access has not always accompanied the unprecedented ICT growth trend. Many civil society representatives to the World Summit on the Information Society (WSIS) argue for ICT access to be considered basic human rights. ICT capability is considered a basic skill for education curriculum at tertiary secondary and even primary levels in developed regions. In developing regions ICT access and capability are more limited but are still tightly women into economic communication systems. ICT's minimize time and geography barriers. Two thirds of the world's poor and illiterate are women (World Bank, 2003) infant and maternal health are in chronic crisis for poor women where poverty is the highest, Human Immune Deficiency Virus and Acquired Deficiency Syndrome are in developing countries, particularly because of poor dissemination of information and medical treatment women are more vulnerable to infection then men gender equality and empowerment of women, starting with education, can help to tight the spread of HIV, AIDS and other the major diseases. ICT can enhance health education through schools (World Bank).

Some ICT developers, practitioners and distributors have identified ways to incorporate gender inclusiveness into to incorporate gender inclusiveness into their policies and practice for problem solving ICT applications toward each millennium development goals target area yet ICT research development, education, training, applications and business remain male dominated fields, with only the lesser skilled and salaried ICT labour forcing approaching gender equality, successful integration of gender equality and ICT development policy has contributed to MDG progress towards several projects in the developing regions

5.9 Women Relationship with Technology

Mainstream views of technology often take it to be a technical tool that society can use, but not something that in itself is influenced by society .They also ignore the different influences

of technology on the various sections of society. As such, technology is seen to be gender neutral. However, feminist scholarship has pointed to women's exclusion from science and also from the creation, design and use of technology. Theories of women's relationship to technology within different stands of feminist through are summarized in table1 below Table 5.1: Theoretical Background of Different Approaches

APPROACH	PRIMARY THRUST	CENTRAL CONCEPTS
Women in Technology Liberal Approach	To uncover the women hidden from history	Technology as inherently neutral .The challenge faced by the women access to “technology in a society that is gendered by Stereotypical sex roles.
Marxist Approach	To examine the social relationship of technology in term of class	Women's exclusion from technology as due to gender division of labor, and the historical and culture view of technology as masculine and technology reflecting male power as well as capitalist domination.
Eco – Feminist Approach	To show that technology, like science ,is part of the masculine project of the domination and control of women and nature	Gives value to feminine knowledge and skills arising from women biology, which presumed closeness to nature. Has been used to critique military and reproductive technologies.
Third World and Subsistence Perspectives	To argue the Inappropriateness of Western / Modern Technologies to the Third World	Challenges western systems of Knowledge and technology by asserting that these are colonizing and displace local knowledge and experience.
Gendered / Technology as Culture Approach	To reject the view that technology is inherently neutral or masculine	Understands Gender and Technology as Cultural processes which can be negotiated and transformed. The relationship between gender and technology is seen as the core issue. Technology is understood to be shaped by local histories. Geographical conditions and everyday cultural practices.

It must be recommended that women have multiple identities for example of class, ethnicity, caste, race, age and that these interplay with gender to define women's access to technology strategies for addressing unequal gender relations will therefore need to be completed, an understanding the complex intersections of gender and other social identities.

For instance while it may not be difficult for an upper class, urban women to have easy access to the internet, it may be unthinkable in feudal rural contexts for a poor, low caste man to access a public telephone facility while such realities of particular contexts are the heart of the relationship between gender and technology it needs to be remembered that women and men from the social context may not enjoy equal access to ICT's women rights groups working in rural areas point to how access to household assets is affected by gender. If the household has one radio, it is mostly likely to be used by men, women may not have leisure time to listen the radio, nor may be allowed to join the men sitting outside the house listening to the radio.

The fact that technology has remained a male preserve historically, suggests that the appropriation by women of technology is in itself a political project and as active agents of change women have been engaged in the forces of claiming technology, we cannot assume that all relate to technology in the same way. This will result in over generalized approaches to readdressing gender imbalances in access. We also cannot ignore the fact that gender power operates within institutions in many ways. Therefore women's empowerment in the information society requires a constant examination of how gender relations as a dynamic cultural process are being negotiated and contested, in relation to the technology environment.

5.10 Gender Issues and ICT Discourse

Gender issues in connection with new ICT's derive in part from earlier analysis about women and technology, women and media. During 1990's gender issues in communication and media focused on three broad issues the equitable access of women and women's organizations to the means of public expression, women's access to professional careers and decision making positions that have traditionally been male preserves and the portrayals of women reinforcing or changing stereotypes.

More recently, therefore it has been a shift from an emphasis on women solely as objects of information to a focus on women as the controllers of women. In other words not only changing the way, the women are talked about, but also enabling more women, particularly marginalized women, to create their own information and spread their own messages through new ICT's (Burch and Leon 2000)

Gender issues in the information society cover a wide spectrum, integrating gender perspectives into national ICT policies, raising awareness among the gender advocates about the importance of ICT plans for gender equality, promoting gender responsive and E-Governance, effective use by women of ICT's and need for relevant content, promoting economic participation in the information society, promoting democratic media and combating the use of Internet to perpetuate violence against women.

5.11 Advocacy for Gender Issues in New ICT's – Some Critical Milestones

Gender advocates in the ICT arena call for the realization of gender equality within the ICT sector and the ICT diffusion that contributes to positive change in gender relations. Achieving this will require more than main gender concerns in the ICT arena it will require

transformation of the ICT sector, not just the integration of women into that sector, untransformed (Marcella 2000).

The Association for Progressive Communication Women's Networking Bureau (1992)

Set up after the United Nations Conference on environment and development women from various organization of the APC got together to address the networking and advocacy needs of the organization in the international women environment and development.

The APC Women's Networking Support Programme (1993)

In May 1993, at the Vienna Conference on human rights, ideas were developed for an information and communication strategy towards the fourth world conference on women. WNSP was setup to address global networking needs in the run up to the Beijing conference. Supported by the regional partner organizations and community based women groups in the south. It was successfully mobilized the participation of women from the south through electronic networking.

The Fourth World Conference on Women Beijing (1995)

The Beijing platform for action made explicit reference to computer technology and to satellite and cable television as the opportunities for the participation of women in communications.

World Telecommunication Development Conference organized by ITU (1998)

United Nations university institute on new technologies and the Canadian International development Agency are the key factors. Policy related papers on gender and ICT's were presented by governments and the ITU Gender task force was established.

United Nations General Assembly Special Session (2000)

An online women media consultation was organized by the UN internet initiative women watch and facilitated by women action perspectives emerging from how we put forward into the proposals relating to media and communication process however, resistant to the gender and ICT's agenda, some countries the resisted references to even democratic forms of regulating the ICT industry.

Gender and Digital divide Seminar Series (2000)

The seminar series being sponsored by the gender and development and girl education the magic groups and the bridging the digital divide through the education task force of the world bank the series look the impact of ICT's on gender relations and the innovative ways that ICT's are being used to overcome gender inequalities and bridge the digital divide.

UN Economic and Social Communication for Asia and the Pacific (CAP) Study of Regional ICT Framework and Legislation Environment

The study demonstrated the lack of attention to gender equality goals and women advancement in national ICT development framework and strategies. This meeting focused on ICT and their impact on and use as an instrument for the advancement and empowerment of home an online conference was held from 17 June to 19 July 2002 to serve as a transitional to run for the excrete group meeting.

UNDAW, Expert Group Meeting on Gender and Media, Beirut, Lebanon, 2002

This meeting focused on no man participation and access of women to the media and the impact of media on and its use an instrument for the advancement and empowerment of women

5.12 Gender and Inequality in Computer Education

In this chapter, the relationship between technology and inequality is critically examined through a comparison of women's experiences studying computing and information technology (IT) in two very different contexts or cultures in higher education. The two courses examined a traditional computer science (CS) course and an inter disciplinary IT course are, we shall argue, representative of two opposing approaches to the gender inequality in technological education. The first adopts a liberal approach and the second adopts an approach that has more common with social constructions. We are going to examine the different constructions of the problems ,of gender inequality in relation to technology and secondly , we examine women experiences in each of these computing cultures particularly in relation to their acquisition of technical skills, and finally to argue that a social constructionist approach would seem to be minimum requirement for ensuring more enduring changes in gender technology relations which leave open the possibility both of a wider range of gender positions and identities and more progressive set of technological priorities.

Giving the falling numbers of women entering computer science entering level over the last twenty years, it is not surprising that much of the research on gender and computing education to date has been driven by the desire to increase access for women to computer education, whether in schools, further or higher education (Dain: 1992 and Sears 1992).

However much of this access literature has tend to work with very located and therefore lacking understanding of technology of gender and of equality, which rely for the most part on literal discourse which incorporate a determinist model of technology and a deficit model of women and girls. In these accounts, technology, computing as neutral as simply a set of skills to be acquired commentators may advocate "Compensatory Strategies" such as making it easier for women to choose this area of study by promoting a more feminine image of computing but they tend not to question the technology as such which is perceived, is purely technical is neutral terms as a given.

Furthermore, in these accounts, women and girls are often perceived as being somehow is deficit, as needing to 'catch up' with men and boys by giving access to this set of technical skills gender differences in relation to technology tend not to be addressed head on but the implicit understanding of such gender differences is that, they are largely added on and can be overcome by offering women the same opportunities as men. Here, then gender is just a social distortion underneath which there is never attribute humanity shared by women and men alike.

Thus in literal discourse, masculine computing and computer images are understood as cultural misrepresentation, and gender as social distortions exist neutral technologies and equitable human relations, free of gender thus it is often assumed that to bring the gender equality in education , we simply need to identify and eradicate such discrimination practices and offer instead a gender neutral curriculum. This chapter aims to show change will not be easy as gender technology relations are constituted in dominant discovers and practices that are difficult to resist and challenge precisely because they impact on the construction of gender individual identities .Change in favor more equitable gender relations is more likely to come out through

the explorations and deconstruction of discourses such as part of the curriculum rather than through a search of gender neutral curriculum.

There are serious problems with literal discourse and its associated “equal opportunities” practices in the gender and technology field (Henwood 1993 and 1996, van Zoon 1992, Grunt and Gill 1995). In relation to education in particular any such changes to the computing curriculum will be necessary be literal in that changes to be computing curriculum will be necessarily be limited in that changes must not be seen to be offering anything special to women as women because emphasis on women differences from men is seen to undermine calls for equality, which is understood, in very literal terms (Henwood 1998). Similarly such changes must be aimed only finding ways of attracting of women to technology as it is currently constituted and must not seek to explore understand or challenge that constitution, thus apparently straight forward access and skill acquisition become the focus for literal interconnection in this field.

In addition to having a narrow understanding of the problem of women and technology and hence a narrow set of solutions to that problem such approaches take a little account for the potential of the resistance to such interventions resistance may take many forms but existing research on women and technical skills suggests that such resistance may be related to the perceived threat to masculinity and dilution of status when women enter a technical field (Cockburn 1983, Hacker 1989). Indeed, this threat may explain the constant reassertion of gender difference in discourse, a process that often inhabits women’s ability to speak of the contradictions, they face in technological subject areas and at the same time, hidden from view the social and cultural context in which gender is actually being produced (Henwood 1998). Furthermore it should not be forgotten that resistance may also come from women themselves who resist such compensatory strategies precisely because the changes to the curriculum that are made to bring women in so often reinforce women’s non-technical identity. In contrast to this literal approach are social constructionist accounts of gender and technology relations which are less concerned with getting women in the technology that with understanding why and how women are so often excluded and why technology has come to be perceived as masculine.

But how exactly do these social constructionist literature ‘Skill’ is not neutral term. Following early work by Philip and Taylor who argued that many feminist commentators have sought to explore that ways in which historically male workers have managed to have their work defined as skilled, even when the constant resembles women’s work which is invariably defined as skilled and unskilled or semiskilled (Cockburn 1983; Game and Cringle 1984).

In this way a hierarchical gender structure is reproduced in the work place with men work carrying more status than women’s. Furthermore, Cockburn as shown how technology and technical skills are implicated in the very construction of gender identities so that it has become widely accepted though not empirically proven, that men are good with technology whereas women are technically incompetent (Cockburn 1985; M.C. Neil 1987).

Gender is thus constructed in relation to technology and technical skills in oppositional terms, so that the acquisition of technical skills by women is perceived by many as a threat to the masculinity of men and to gender order more generally. Stipulevage (1997) builds on the analysis arguing that women who become experts in computing are under threat being labeled as other as masculine in this research we were interested in exiting if and how women experienced this binary construction on the two computer courses and what implications such constructions might have for the development of their technical skills and competences

5.13 Issues in the Gender Digital Divide

For those women with the resources to access and use the new information and

communication technologies, they are real benefits. For society as a whole, ICT's offer immense possibilities for reducing poverty overcoming women isolation giving women a voice.

5.14 Socio-Cultural and Institutional Barriers

Socio cultural barriers refer to those factors explicitly push creation groups to censor their speech and behavior, or exclude themselves from particular activities in the belief that these are not intended for them. In terms of ICT's these factors can range from ideas about the nature and role of technology and machines are perceptions about the accessibility of the technology, to insecurities based on social makers of identity like gender, race ,age and so forth .Generally women have less access than men to ICT facilities where they exist numerous invisible barriers limit but women's and girl's participation in the Information society.

One of the more pervasive but intractable problems in "technophobia "or fear of technology women have complex relationship with technology and machines as a result of being socialized overcome to believe that machines and technology are a man's domain and not for improving governance and advancing gender equality. But this potential will only be realize if the factors that contribute to the current gender digital divide are recognized and addressed.

Women's access to ICT's is not a simple question of whether there is a computer connected to the internet that women can use .Numerous other issues are just as important in determining whether women can access technology women, because of their biological social roles are generally more rooted then men in their communities. Hence women are often more aware than men of the social economic and environmental needs of their own communities. In most societies, including in poor ones, the advent of ICT's open up possibilities of access to a global pool of knowledge, so a potential uses have access to adequate infrastructure and possess relevant information .Information about reproductive health over the internet can, for example, save or improve lives of many women and men facing the hazards of AIDS in Asian and African countries from women and girls, thus generating a gender bias in attitudes towards studying or using information society. Once girls do enter school, they are discovered from studying science and technology either consciously or unconsciously, by teacher and parent's biases the steady attrition of girls and women throughout the formal sciences and technology system, from primary education to division making level has been characterized as a leaky discipline.

In some countries in Africa and Pacific, girls are encouraged to get married or get a job rather than pause further education. In many of these countries, there is a social reference for boy children, and decisions to invest in boy's education are often made at the expense of girls, who are required to help with domestic chores at home for all or part of the school day.

The "leaky pipeline" phenomenon means that fewer women enter into the science and technology fields limiting the number of women scientist and technologists in academic research and development, and at senior positions in the ICT area. Gender bases against women in the cultures of university and research institutes also strongly influence the level of women's participation in university and research institutions women have greater difficulty finding employment in science and technology professions receive fewer promotions and have less access to supervisory positions.

The social factors that produce these gender differences operate in both institutional and informal settings. In some society cultural norms discourage interaction between women and men outside the family and women may be uncomfortable in situations where women and men mix freely women who are learning to use computer's in particular old women may be uneasy if a man is in charge of the training. An awareness of these Socio-Cultural and institutional barriers is essential if decision makers are to shape remedial programs and design facilities that encourage women participation

5.14.1 Access, Control and Effective Use

Women's access to and control over ICT's is not equal to that of men. Here access refers to the ability to make use of technology as well as the information and knowledge it provides, while control refers to the ability to decide how ICT's are used and who can have access to them. Effective use refers to the ability of women and girls to use ICT's strategically to advance social development goals. There is a huge gap between women's and men's access to telecommunication infrastructure. Infrastructure is largely concentrated in urban areas, while the majority of women in the developing world particularly in remote and rural areas, simply stated, if the technology is not there, women cannot have access to it.

The development of infrastructure includes many choices that involve the decisions about the location of facilities, the nature and choice of technology, cost and pricing decisions. If these decisions or location, technology choice and costs do not explicitly consider providing access to women in remote and rural areas, but favor urban areas with high and expensive communications services and technologies, women will have less access than men.

The dimensions of this infrastructure stretch over international boundaries, and across developing and developed countries. One third of the world's population has yet to make a phone call and less than one-fifth has experienced the internet. The ability of women to use information and technology, knowledge dependent on many factors, among which is literacy and education, geographic location and social class. Thus, as the information revolution develops and acceleration migration to the internet, those without access will suffer greater exclusion.

While ICT's can deliver potentially used information, like market prices for women in small and micro enterprises for example, it is only one aspect of a longer chain of resources necessary to effect sustainable development, when there is no access roads, transport and credit and other development inputs cannot be obtained, access to and use of ICT's will be limited in its impact. It is therefore equally important to support the provision of ICT's facilities by providing additional training that will also build women and men capacities to act on their new found information and knowledge. The way in which ICT's are used in developing countries is also a gender issue. Research has shown that most women in developing countries like limited use of ICT's are restricting themselves to email and email discussion lists, generally for advocacy and networking purpose. ICT's usage is affected by factors like cost, limited bandwidth and technical skills, to date very few women's have used ICT's for business development and entertainment, educational purpose, or for the information relating to the quality of either themselves or their families.

5.14.2 Content and Language

In the twenty first century, most of the world's population remains internet silence, while the rich and powerful, most of them men, predominant in the new medium. The excluded range from women to non-english speaking nations, national, religion and ideological minorities, the poor in poor countries as well as poor in rich countries and the majority of the world's children. Individuals with access to the internet are able to access information and meet with people, they would otherwise not know. At an individual level, internet users are getting rich. But the lack of diverse content means that as global society we are becoming so impoverished the dominance of western men, largely located in the northern developed countries, as the users of designers of decision maker's about and content will pervade on the internet. Furthermore, what will be the cultural biases of the knowledge, how will women be portrayed in cyberspaces, generally including internet video games and virtual reality.

One of the most reasons given by women to explain, their low attendance at telecasters

in few countries the language and content does not speak to them. For the greater number of women, however, lack of proficiency in international languages is a major problem, even for educated women in Eastern Europe, Latin America and Africa excluding them or limiting the benefits they are use to draw from using ICT's. The majority of poor women in the world not speak the languages that dominate the internet-English, French, German, Japanese and Chinese. Women's viewpoints, knowledge, experiences and concerns are inadequately reflected on the internet, while gender stereotypes predominate. These concerns around content relate both to issues of sexism and the portrayal of women in media generally, as well as the need for women to systematize and develop their own perspectives and knowledge, and to ensure that they are reflected in the spaces.

To improve women access and relevant use of ICT's, there needs to be a measure investment of time and other resources into content development of the local level, based on local information needs. The relevance of ICT's initiatives also falls short on focusing is on plugging in women and other marginalized groups into existing global information flow without any attention to local knowledge system and content.

There should therefore be greater attention paid recognizing women and the poor of the information produces and provide relevant training in collecting and packing and disseminating local knowledge based on the local information needs, and the women specifically such information may be well be more useful for local communities in meeting their everyday challenges than foreign information available on the Internet

5.15 Issues of Gender Equality in Thiruvallur District - At Present Scenario

I have identified following issues of Gender Equality in Thiruvallur District based on my field visit by observing;

- Most of the Elected Women Representatives were questioned by their spouse or other male member domination why are you going outside for work.
- Elected Women Representatives have less freedom in decision making of Administration and Political Development comparable to men.
- Elected Women working in Panchayat Raj Institutions has to attend the meetings which held far off from their residence, the conflict arise between women and men why are you coming late.
- Elected Women Working in Panchayat Raj Institutions of Thiruvallur District, have low levels of education and illiteracy, reinforced by poverty is the large measure for the problem for accessing and using ICT.
- ICT training given by male member, which is not comfortable for them.
- But women's access to ICT is constrained by the issues of technological infrastructure and Socio-economic environment.
- The women working in Information Technology Sector earning more income than other male members in the family, they create issues like women don't giving respect to them.
- Men don't allow women to work in night shifts.
- Women's are trained in software fields than hardware because of gender bias, we think men can only do hard jobs, but it's not suitable for women.
- There is no educational equality in study area, that assign women to perform manual tasks inside or beyond the walls of home
- Married women's have less support from their spouse to develop their professional life.

- Even though women started working outside, they are still lacking behind in their status of development.
- There is no equity between men and women, men are placed in higher level than women because of patriarchy, and they should work under them.
- Increasing number of women in the professional category includes recently developed employment in IT industry. Software and Information Technology enabled services segment are employing more women and are brand themselves as women friendly industries.
- Number of women employees in the IT industry even if is increasing, shows clear gender bias. Stereotypical professional roles, glass ceiling and lack of visibility in the profession are faced by women IT professionals.
- Women, especially younger women experience more unemployment than men and for a longer period of time than men,
- Women have more responsibilities than men, because they have to balance both professional and personal lives.
- Socially and culturally constructed gender roles and relationships remaining a crossing element in shaping, the capacity of women and men to participate on equal terms in the Information Society.
- The domination of communication by small powerful elite, mostly males who use the existing communication technologies to coordinate and reinforce social and cultural dominance, is a very real threat for women.

CHAPTER 6

CHALLENGES FACED BY WOMEN THROUGH INFORMATION AND COMMUNICATION TECHNOLOGY IN THIRUVALLUR DISTRICT

One of the significant changes witnessed in the labour markets in India in the last decade has been the entry of women professionals. The percentages of females in regular employment in urban India, increased from 25.8% in 1983 to 33.3% in 2000 and the labour force participation rates in projected to reach 361 per 1000 females in the year 2026. In the organized sector, women workers constituted 18.4% as on March 31, 2003 of which about (49.68 lakhs) women are employed in private sectors. In fact, the largest numbers of women working in the “Information Technology sector. The phenomenon of Indian women IT professionals” is the term used to describe the enormous rise of the women in IT/BPO industry. Women participation in the IT workforce is seen as a critical enabling factor for the continued growth of the Industry

6.1 Unique Challenges faced b Women Professionals in Software Industry

The characteristic of the software services industry and the nature of the work pose some unique challenges for professionals in the industry. The challenges are aggravated in the case of women professionals in the industry. Software professionals are faced with an environment of uncertainty and instability with consequent pressures to work longer hours. Furthermore, the concepts of a 24hr knowledge factory, the evolution of 24-7-365 help desk support requires software engineers to conduct team meetings and virtual work sessions, where team members need to adopt temporal flexibility, a more fluid time to approach, whether holding conference calls outside the traditional 8 to 6 workday or fast tracking a software project in shifts. Second is the project based work with projects consistently with the stipulated time and without critical bug’s often involving extensive travel. The project orientation of the industry with the rapid technology changes that makes skill quickly obsolete requires software professionals to frequently re-skill. Consequently, software professionals need to put in extra training and educational hours to keep up with these changes.

In Thiruvallur District, a woman working in information technology, plays a bigger role in technology need to maintain a consistently high learning curve. With the constant innovation happening in this arena, it is not enough to be a good worker in the IT industry; one must keep updating technological skills. No other industry sees such significant changes in technology from time to time. The time required for professional development will have to come out of the personal time of the employees. Long working hours, unpredictable workloads and the constant pressure of updating skills all have a strong impact on the work-family balance of software professionals. However, it must be recognized that in Indian society, where a woman’s role in relation to herself, her family and society is being redefined, the new and the expanded role of women with the strong occupational identity is putting a lot of pressure on women’s time and energy.

6.2 Challenges faced by women through ICT in Thiruvallur District

In Thiruvallur District, 300 respondents were taken as sample from various IT company among women employees at different levels in Thiruvallur District. They are from different age groups, gender, educational, religion and income categories. Stratified random sampling has been used in this research study, through the respondent’s participation and feedback, based on the following inferences and analyzes were identified in study area

Table 6.1: Age of the Respondents

Age		Frequency	Percentage
Valid	20-25 years	120	40%
	26-30 years	85	28%
	31-40 years	65	22%
	Above 40 years	30	10%
	Total	300	100.0

Source: Primary Data

The above table evaluates that the frequency and distribution to the age of the respondents among the IT women working in study area based on the “Four Point Scale”, 120 respondents were in the age group of 20-25 years, 85 respondents were in the age group of 26-30 years, 65 respondents were in the age group of 31-40 years and 30 respondents were in the age of above 40 years.

Chart 6.1: Age of the Respondents

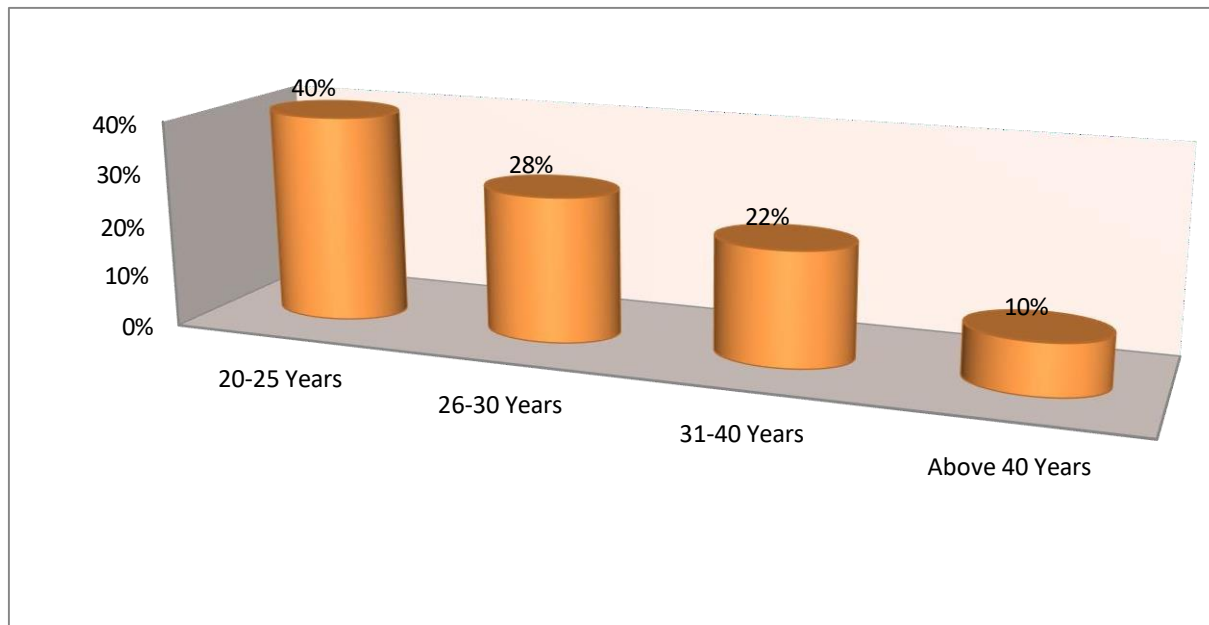


Table 6.2: Religion of the Respondents

Religion		Frequency	Percentage
Valid	Hindu	140	47
	Muslim	40	13
	Christian	60	20
	Others	60	20
	Total	300	100

Source: Primary Data

The above table spot out that the frequency and distribution to the religion of the respondents among the IT women working in study area based on the “Four Point Scale”, 140 respondents were belong to Hindu ,40 respondents were belong to Muslim, 60 respondents were belong to Christian and 60 respondents belong to other religion.

6.2 Chart: Religion of the Respondents

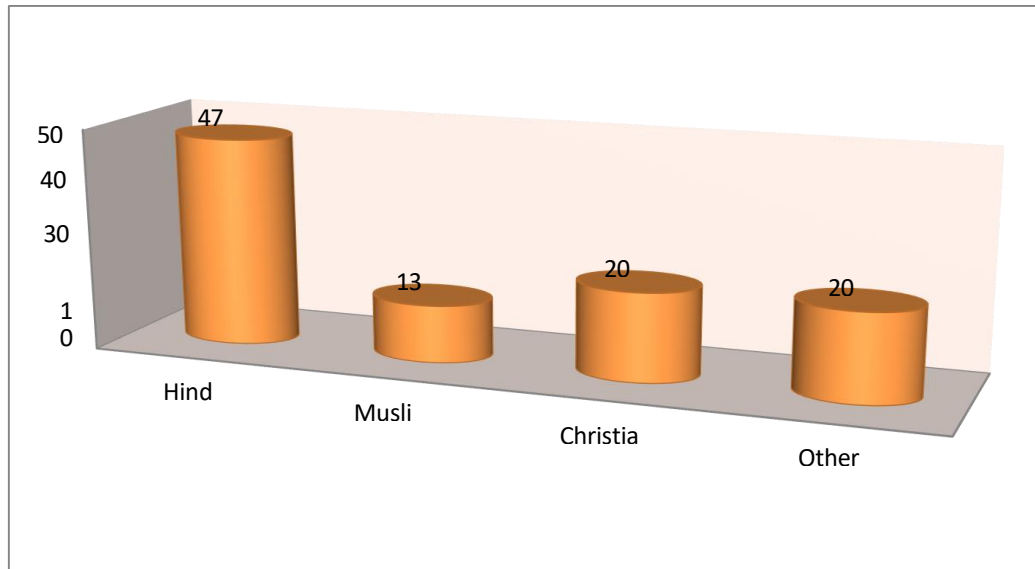


Table 6.3: Community of the Respondents

Community		Frequency	Percentage
Valid	SC/ST	80	20
	BC	110	30
	MBC	45	13
	Others	65	37
	Total	300	100

Source: Primary Data

The above table discovers that the frequency and distribution to the community of the respondents among the IT women working in study area based on the “Four Point Scale”, 80 respondents were belong to scheduled caste and scheduled tribes, 110 respondents were belong to backward class, 45 respondents were belong to most backward class and 65 respondents were belong to other communities.

Chart 6.3: Community of the Respondents

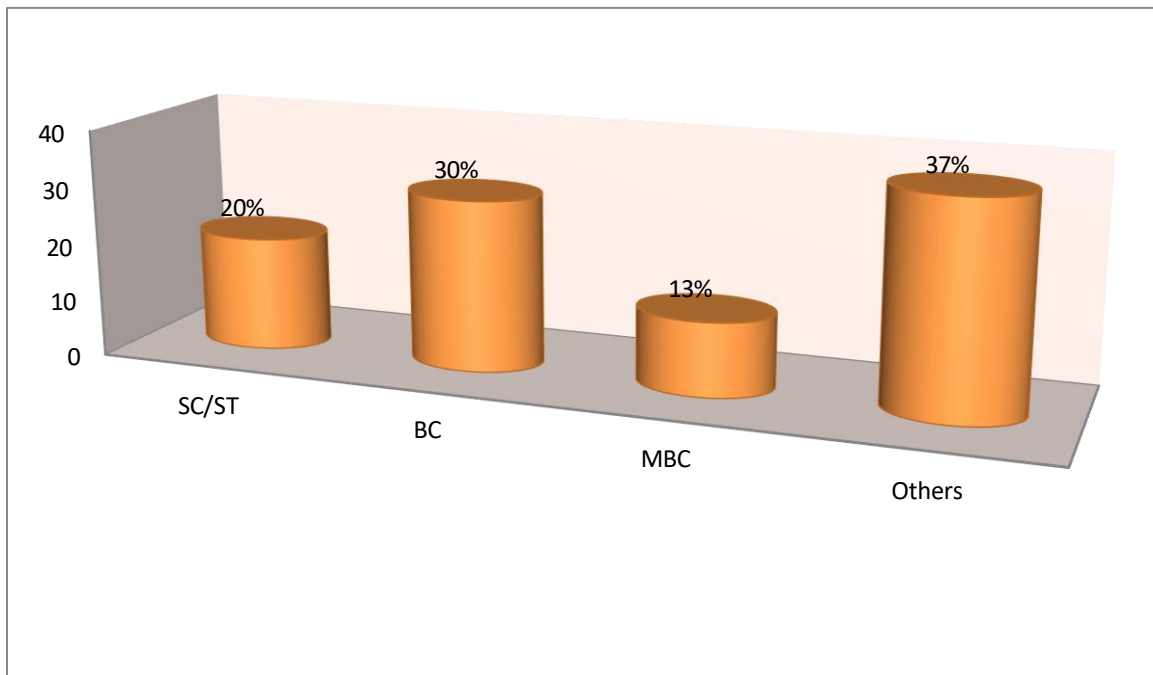


Table 6.4: Marital Status of the Respondents

Marital Status		Frequency	Percentage
Valid	Married	120	40
	Unmarried	150	50
	Divorced	30	10
	Total	300	100

Source: Primary Data

The above table highlights that the frequency and distribution to the marital status of the respondents among the IT women working in study area based on the “Three Point Scale”, 120 respondents were married, 150 respondents were unmarried and 30 respondents were divorced.

Chart 6.4: Marital Status of the Respondents

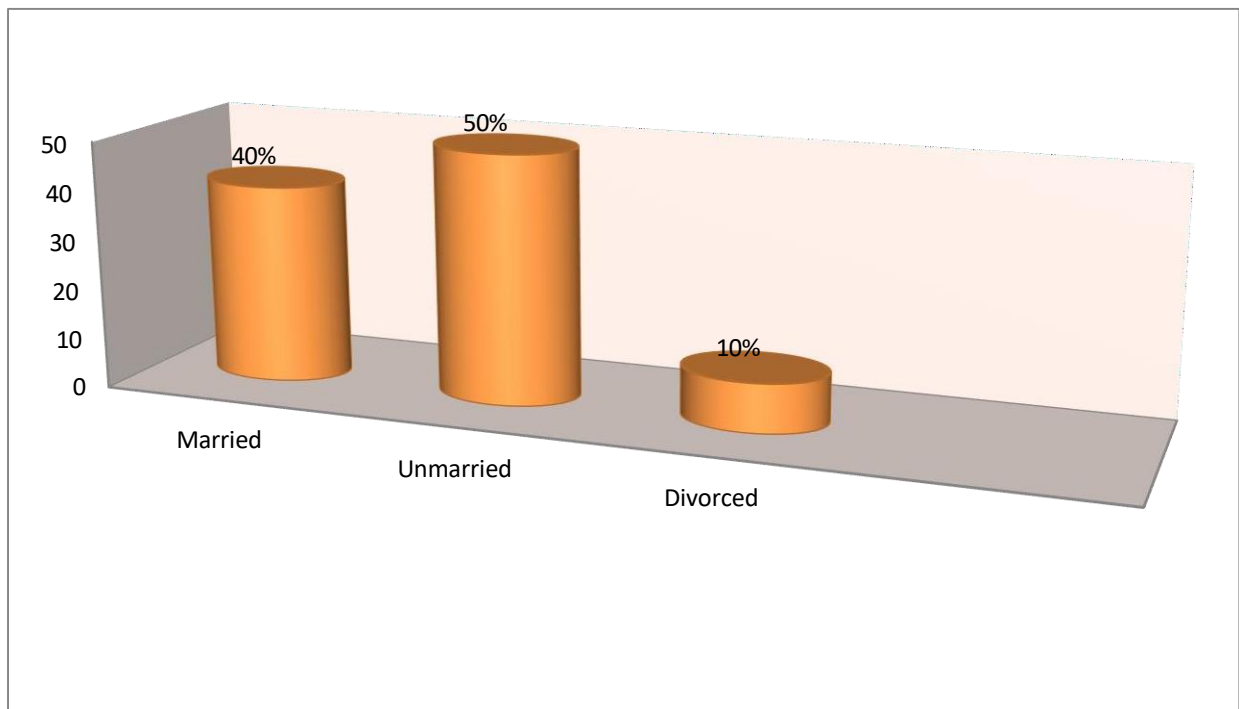


Table 6.5: Educational Qualification of the Respondents

Education		Frequency	Percentage
Valid	Under Graduate	190	63
	Post Graduate	70	23
	Professional Course	40	14
	Diploma Course	0	0
	Total	300	100.0

Source: Primary Data

The above table connects that the frequency and distribution to the educational qualification of the respondents among the IT women working in study area based on the “Four Point Scale”, 190 respondents were completed undergraduate, 70 respondents were completed post graduate, 40 respondents were completed professional courses and 0 respondents were completed diploma courses.

Chart 6.5: Educational Qualification of the Respondents

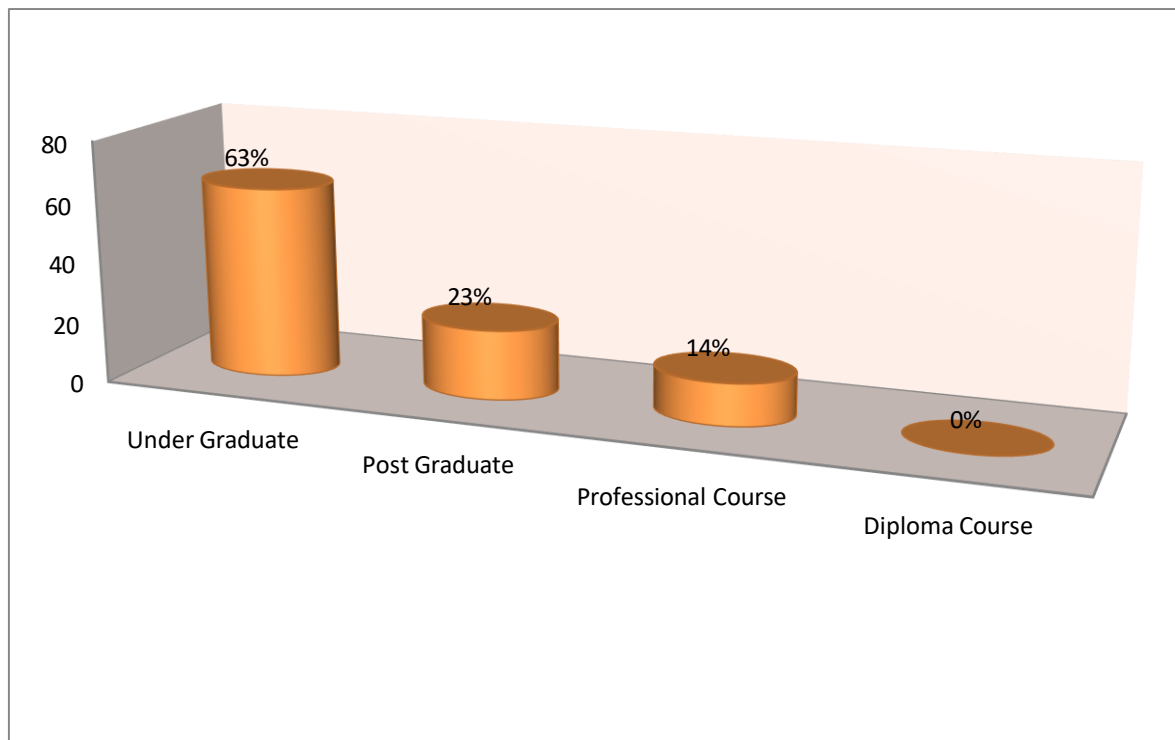


Table 6.6: Residence of the Respondents

Residence		Frequency	Percentage
Valid	Rural	85	28
	Urban	145	48
	Semi-Urban	70	24
	Total	300	100

Source: Primary Data

The above table classify that the frequency and distribution to the residence of the respondents among the IT women working in study area based on the “Three Point Scale”, 85 respondents were living in rural area, 145 respondents were living in urban area and 70 respondents were living in semi-urban area.

Chart 6.6: Residence of the Respondents

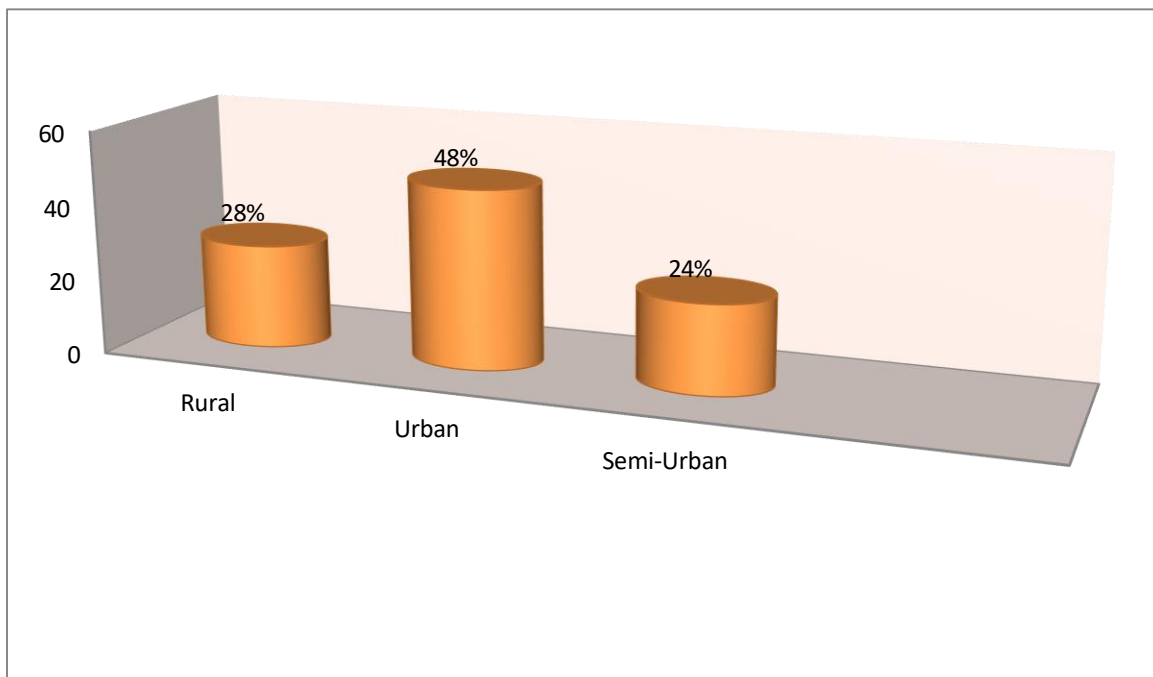


Table 6.7: Income of the Respondents

Income (Rs in Thousands)		Frequency	Percentage
Valid	10000 to 15000	65	22
	16000 to 30000	140	47
	31000 to 45000	70	23
	Above 45000	25	8
	Total	300	100

Source: Primary Data

The above table categorize that the frequency and distribution to the income of the respondents among the IT women working in study area based on the “Four Point Scale”, 65 respondents were earning between 10000 to 15000 per month, 140 respondents were earning between 16000 to 30000 per month, 70 respondents were earning between 31000 to 45000 per month and 25 respondents were earning between above 45000 per month.

Chart 6.7: Income of the Respondents

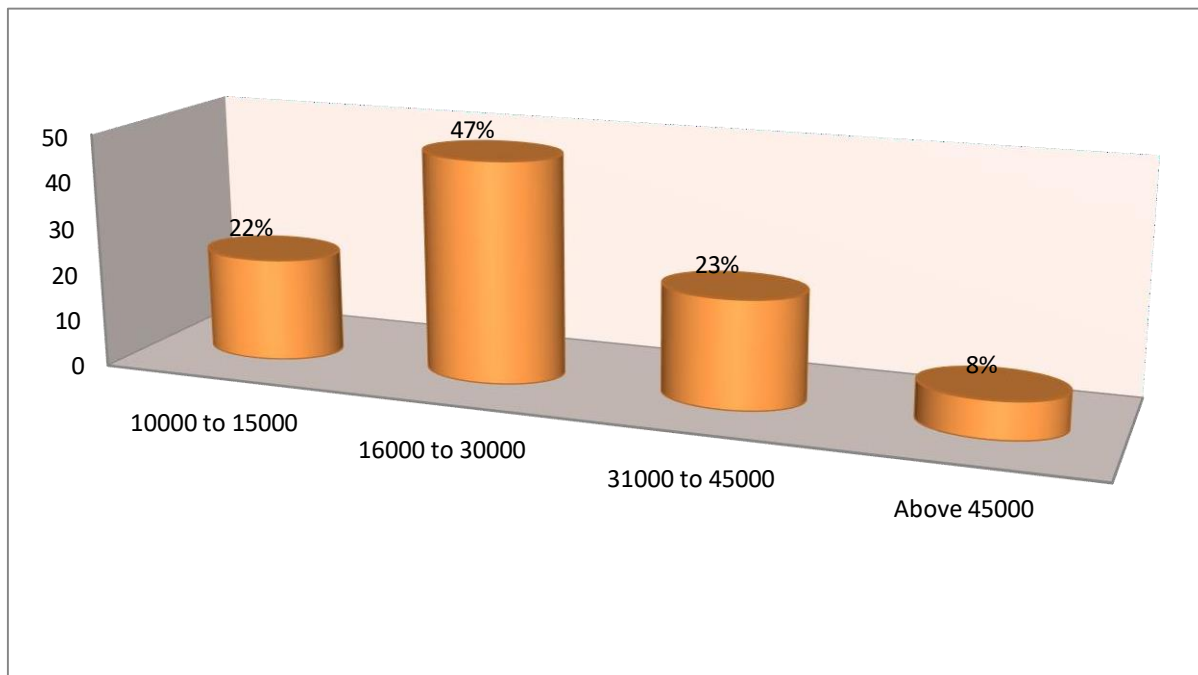


Table 6.8: Membership in the Political Party

Membership		Frequency	Percentage
Valid	Member	150	50
	Non-Member	120	40
	Others	30	10
	Total	300	100.0

Source: Primary Data

The above table equates that the frequency and distribution to the membership of the respondents among the IT women working in study area based on the “Four Point Scale”, 150 respondents were having membership card, 120 respondents were not having membership card and 30 respondents were belong to other category.

Chart 6.8: Membership in the Political Party

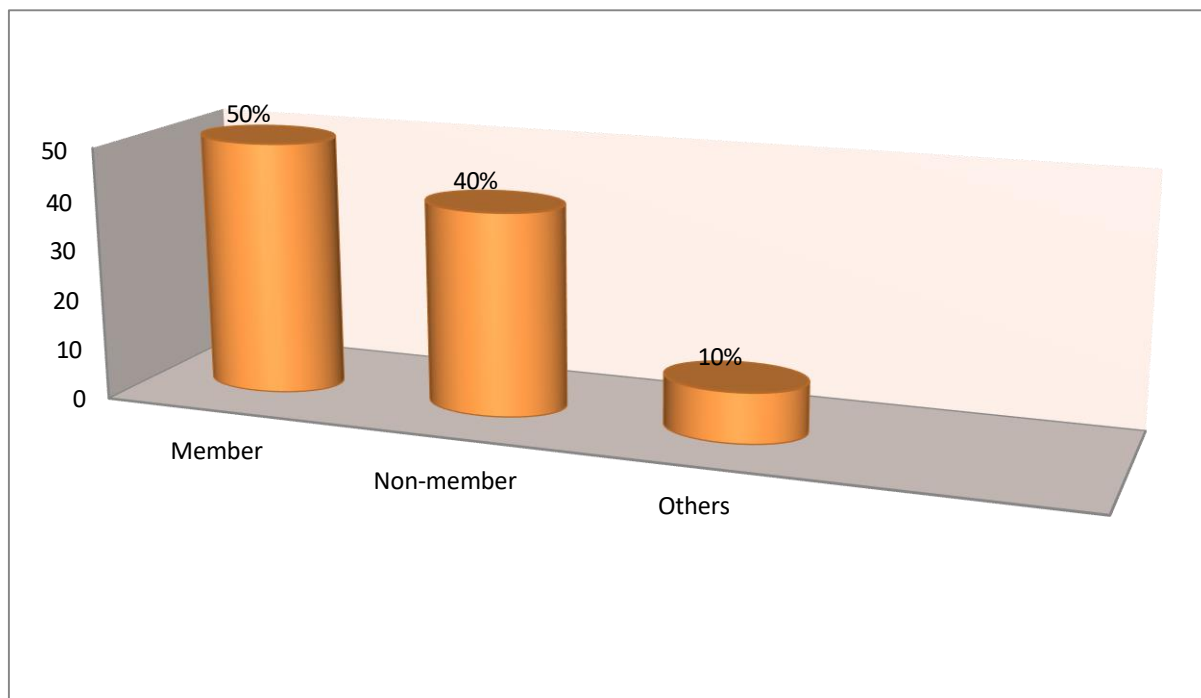


Table 6.9: Any Schemes related to ICT Development

Are you aware of any schemes related to ICT development		Frequency	Percentage
Valid	Yes	50	17
	No	100	33
	To Some Extent	100	33
	No Idea	50	17
	Total	300	100

Source: Primary Data

The above table measures that the frequency and distribution to the awareness of ICT schemes among the IT women working in study area based on the “Four Point Scale”, 50 respondents were aware of schemes related to ICT development, 100 respondents were not aware of schemes related to ICT development, 100 respondents were aware of ICT schemes to some extent and 50 respondents don’t have idea whether they have awareness or not related to ICT development.

Chart 6.9: Any Schemes related to ICT Development

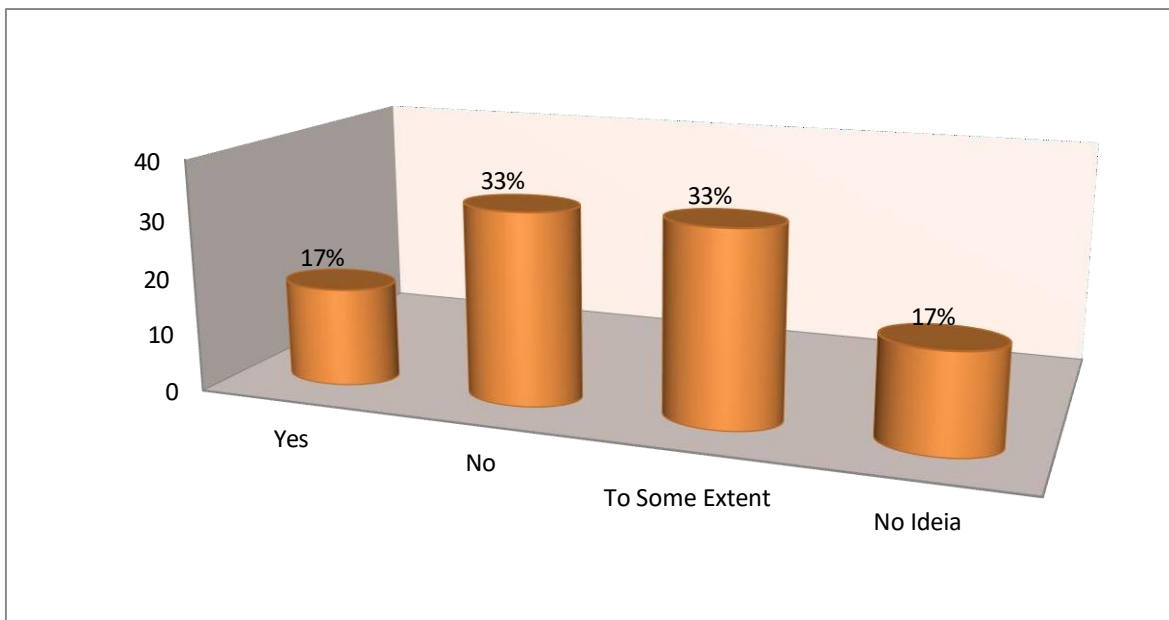


Table 6.10: Jobs in IT Sector will Empower Women

Do you think jobs in the IT institutions will empower woman		Frequency	Percentage
Valid	Yes	185	61
	No	15	5
	To Some Extent	98	33
	Not sure	2	1
	Total	300	100

Source: Primary Data

The above table shows that the frequency and distribution to the jobs will be empowered among the IT women working in study area based on the “Four Point Scale”, 185 respondents were thinking that working in IT sector will empower women, 15 respondents were not thinking that working in IT sector will empower women, remaining 98 and 2 respondents were thinking that working in IT sector will empower women to some extent and no idea.

Chart 6.10: Jobs in the IT Sector will Empower Women

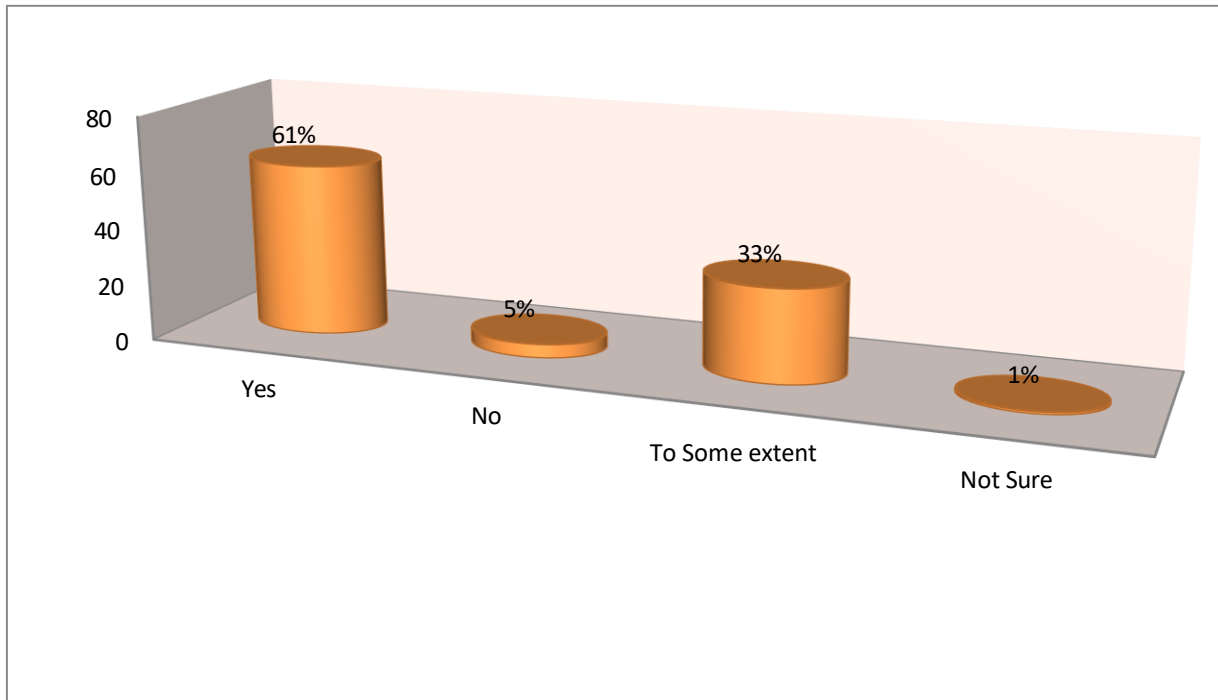


Table 6.11: Way of Empowering

If yes, in what way will women get empowered		Frequency	Percentage
Valid	Socially	105	35
	Economically	110	37
	Educational	70	23
	Politically	15	5
	Total	300	100

Source: Primary Data

The above table associates that the frequency and distribution to the way of empowering among the IT women working in study area based on the “Four Point Scale”, 105 respondents were reported that women working in IT sector will get empowered by socially, 100 respondents were reported that women working in IT sector will get empowered by economically, whereas 70 respondents were reported that women working in IT sector will get empowered by educationally and 15 respondents were reported that women working in IT sector will get empowered by politically.

Chart 6.11: Way of Empowering

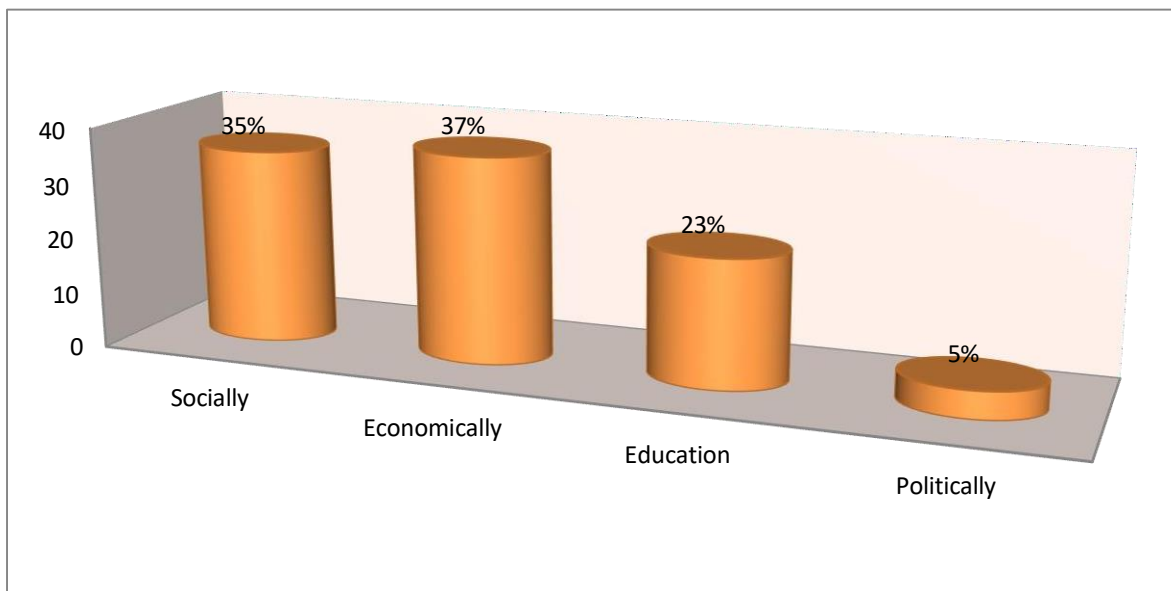


Table 6.12: Application of ICT

Do you think the application of ICT in the work environment had made your life easier		Frequency	Percentage
Valid	Agree	80	27
	Strongly agree	170	57
	Disagree	30	10
	Strongly Disagree	20	6
	Total	300	100

Source: Primary Data

The above table attains that the frequency and distribution to the application of ICT among the IT women working in study area based on the “Four Point Scale”, 80 respondents were agreed that application of ICT in the work environment had made their life easier, 170 respondents were strongly agreed that application of ICT in the work environment had made their life easier, 30 respondents were disagreed and remaining 20 respondents were strongly disagreed that application of ICT in the work environment had made their life easier.

Chart 6.12: Application of ICT

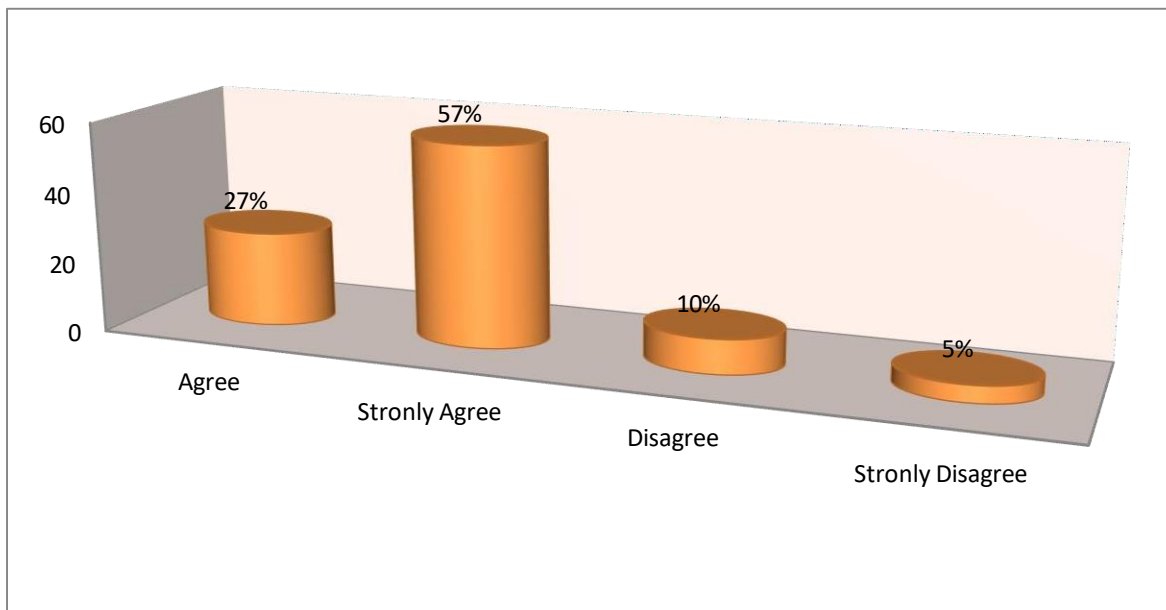


Table 6.13: ICT Facility of the Respondents

Are you satisfied with the ICT facility in your work place		Frequency	Percentage
Valid	Highly satisfied	80	27
	Satisfied	90	30
	Highly Dissatisfied	70	23
	Dissatisfied	60	20
	Total	300	100

Source: Primary Data

The above table states that the frequency and distribution to the ICT facility among the IT women working in study area based on the “Four Point Scale”, 80 respondents were highly satisfied with the facility of ICT in their work place, 90 respondents were satisfied with the facility of ICT in their work place, 70 respondents were highly dissatisfied and remaining 60 respondents were dissatisfied with the facility of ICT in their work place.

Chart 6.13: ICT Facility of the Respondents

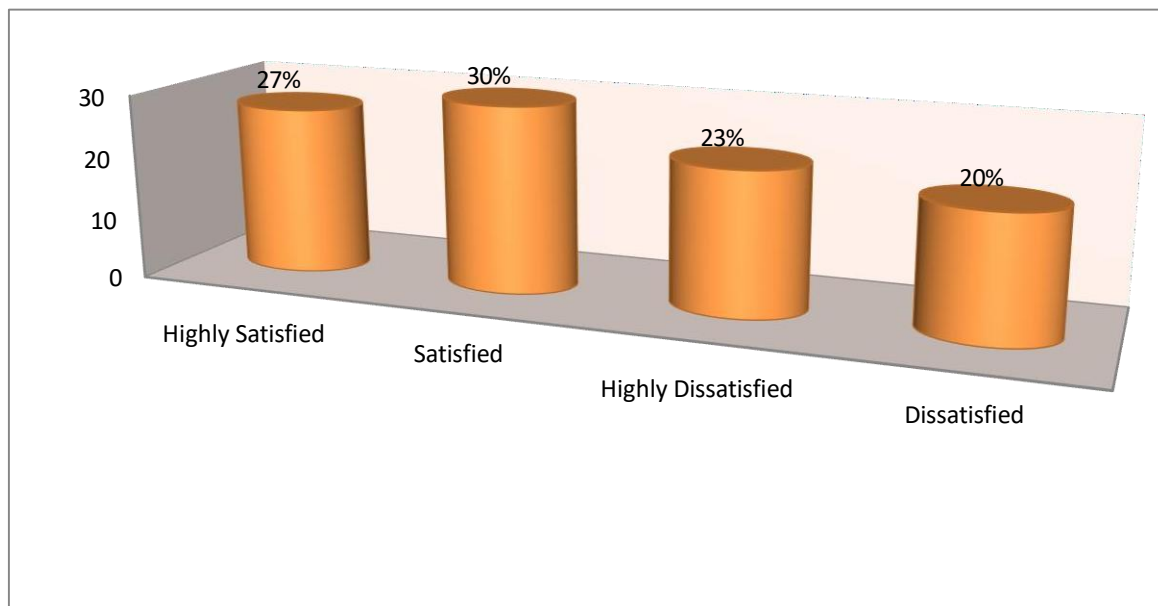


Table 6.14: Purpose of ICT

Purpose of ICT in your work		Frequency	Percentage
Valid	Data Processing and Software Development	80	27
	Communicating the Information	90	30
	Creating Awareness to Society	100	33
	Network Administration	30	10
	Total	300	100

Source: Primary Data

The above table isolates that the frequency and distribution to the purpose of ICT among the IT women working in study area based on the “Four Point Scale”, 80 respondents were reported that ICT will improve the data processing and software development, 90 respondents were reported that ICT will help to communicating the information, 100 respondents were reported that ICT will provide the creating awareness to society and 30 respondents were reported that ICT help for network Administration.

Chart 6.14: Purpose of ICT

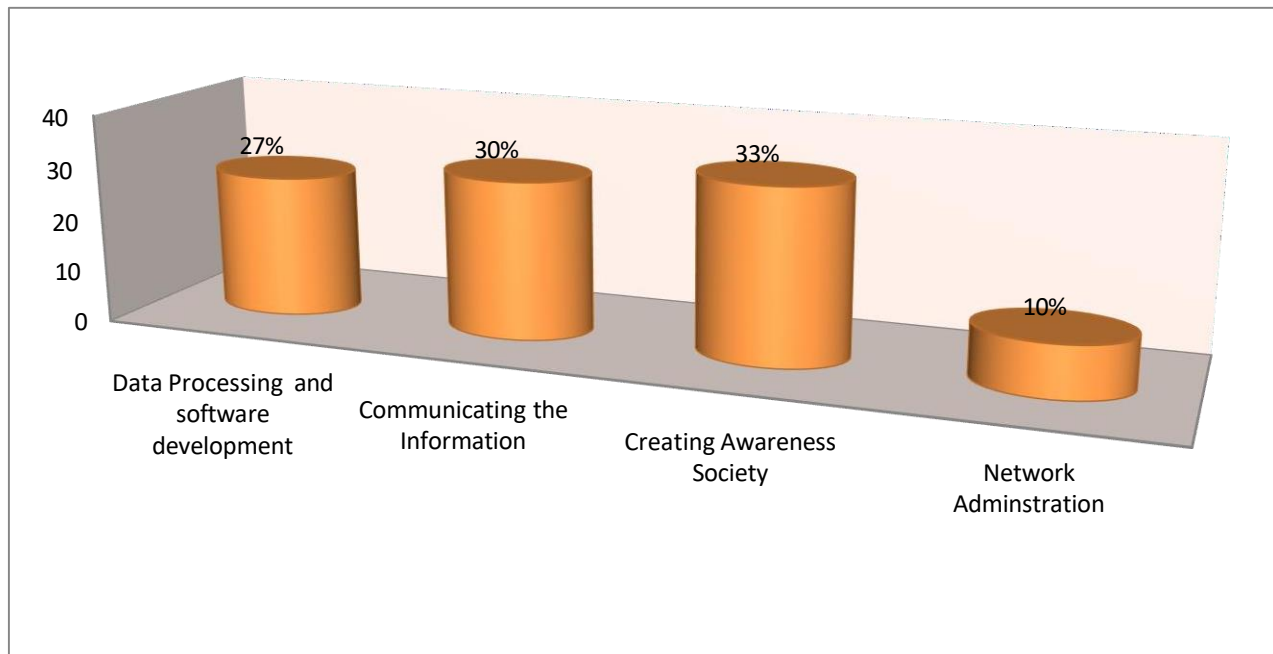


Table 6.15: Best Source of Information

Best source of information about local, national and international information		Frequency	Percentage
Valid	Television	35	12
	Internet	235	78
	Print Media	20	7
	Radio	10	3
	Total	300	100.0

Source: Primary Data

The above table sorting that the frequency and distribution to the best source of information among the IT women working in study area based on the “Four Point Scale”, 35 respondents were retrieving the information about local, national and international information by watching television, 235 respondents were retrieving the information about local, national and international information by surfing internet, remaining 20 and 10 respondents were retrieving the information about local, national and international information through by reading print media and radio.

Chart 6.15: Best Source of Information

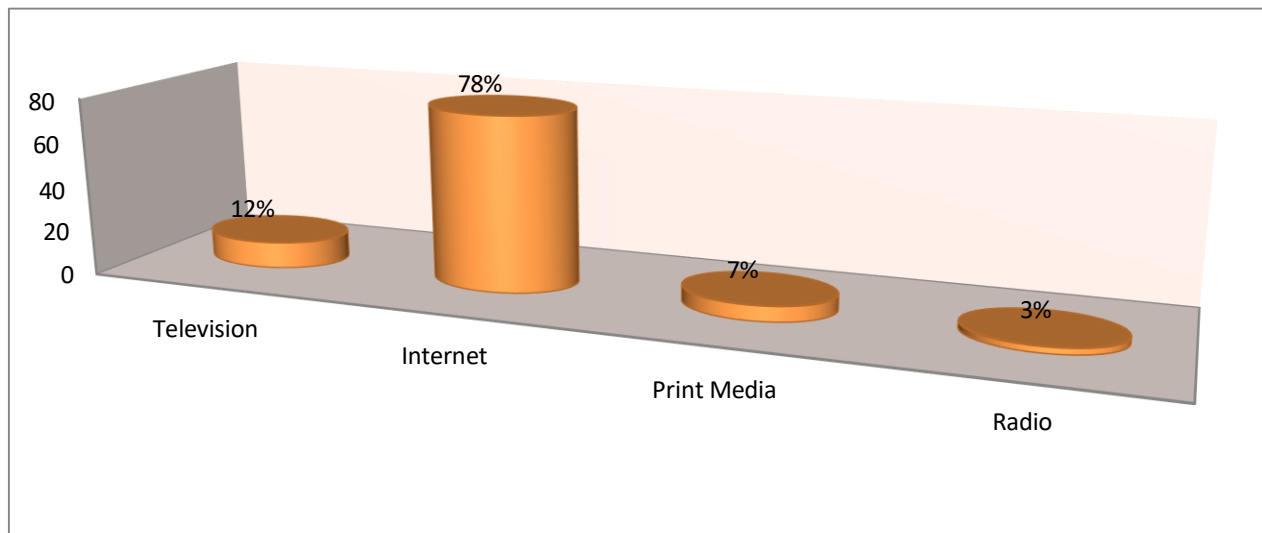


Table 6.16: Usage of Internet has made your Life Easier

The use of internet has made life easier		Frequency	Percentage
Valid	Easy	290	98
	Difficult	0	0
	Not Easy	4	0.6
	Somewhat Easy	6	1.4
	Total	300	100

Source: Primary Data

The above table organizes that the frequency and distribution to the usage of internet among the IT women working in study area based on the “Four Point Scale”, 0 respondents were reported that usage of internet has made their life difficult, 6 respondents were reported that usage of internet has made their life somewhat easy and followed by 4 respondents were not easy with the usage of internet in their life.

Chart 6.16: Usage of Internet has made your Life Easier

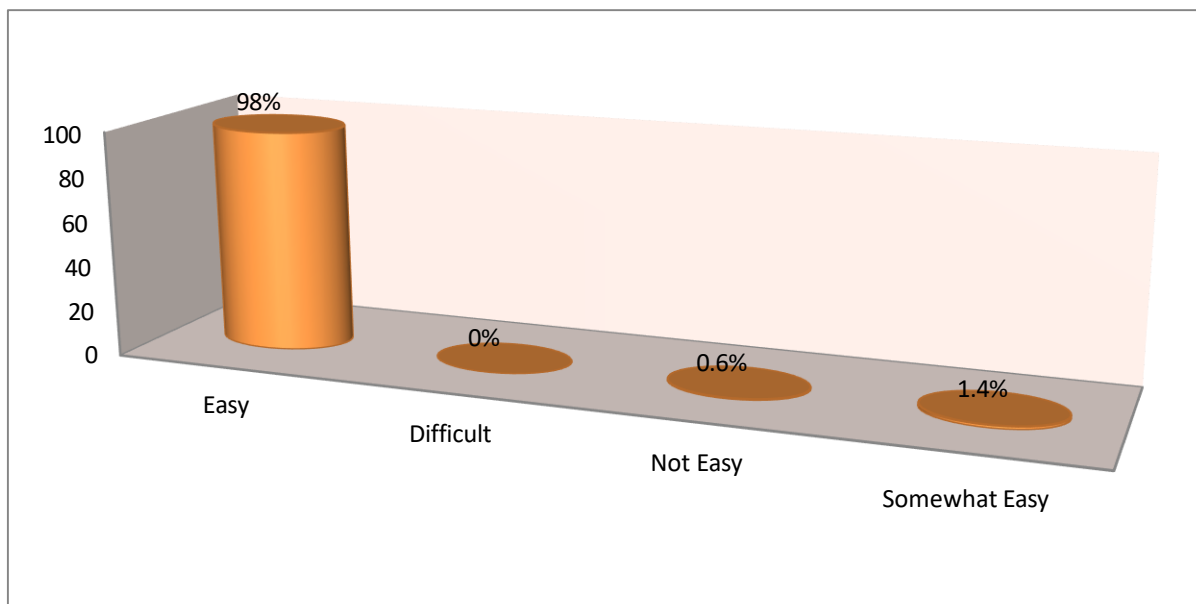


Table 6.17: Easy Access of the Internet

Do you have easy access the services for internet		Frequency	Percentage
Valid	Yes	270	90
	No	10	3
	To Some Extent	20	7
	No Idea	0	0
	Total	200	100

Source: Primary Data

The above table grouping that the frequency and distribution to the easy access of the internet among the IT women working in study area based on the “Four Point Scale”, 270 respondents were having easy access of the internet, 10 respondents were not having easy access of the internet. Furthermore, 20 respondents were having moderate level of accessibility of the internet and followed by 0 respondents were not have idea about accessibility of the internet.

Chart 6.17: Easy Access of the Internet

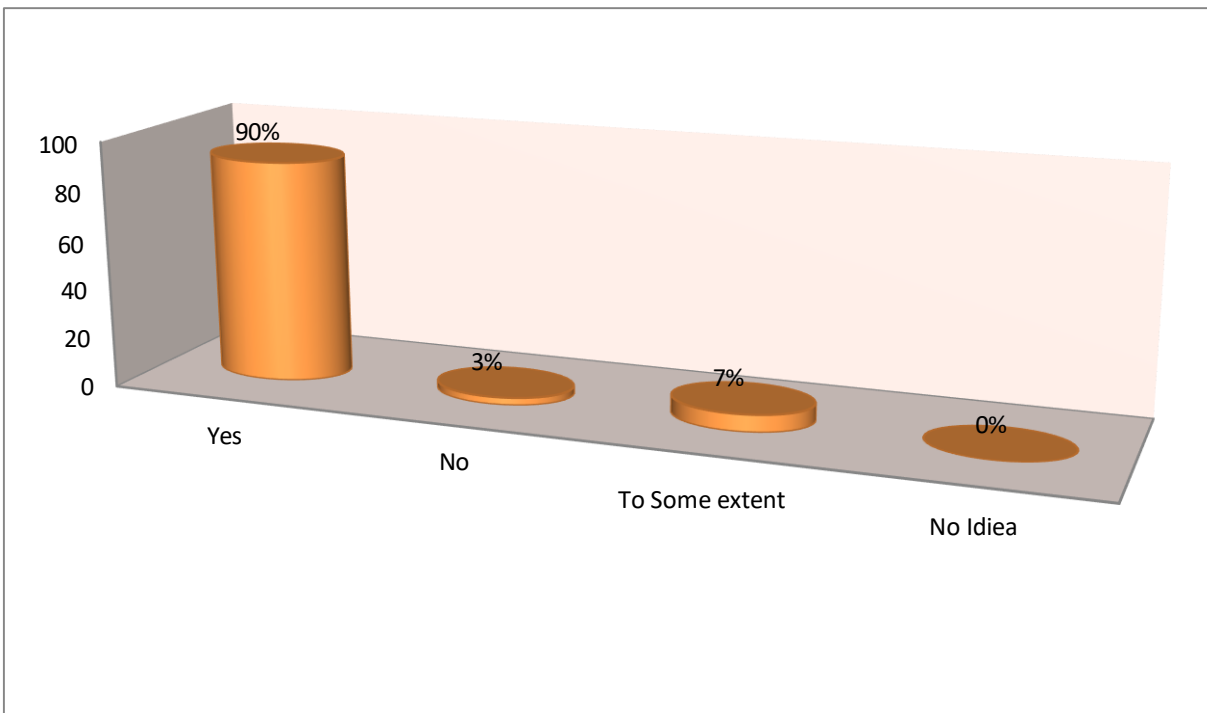


Table 6.18: Often Usage of Internet

How often you use the internet for yourself		Frequency	Percentage
Valid	Rarely	0	0
	Once a Week	0	0
	Daily	280	93
	Whenever Necessary	20	7
	Total	300	100

Source: Primary Data

The above table arranging that the frequency and distribution to the often usage of internet among the IT women working in study area based on the “Four Point Scale”, 0 respondents were using internet rarely, 0 respondents were using internet once a week, 280 respondents were using internet by daily and 20 respondents were using internet whenever necessary for them.

Chart 6.18: Often Usage of Internet

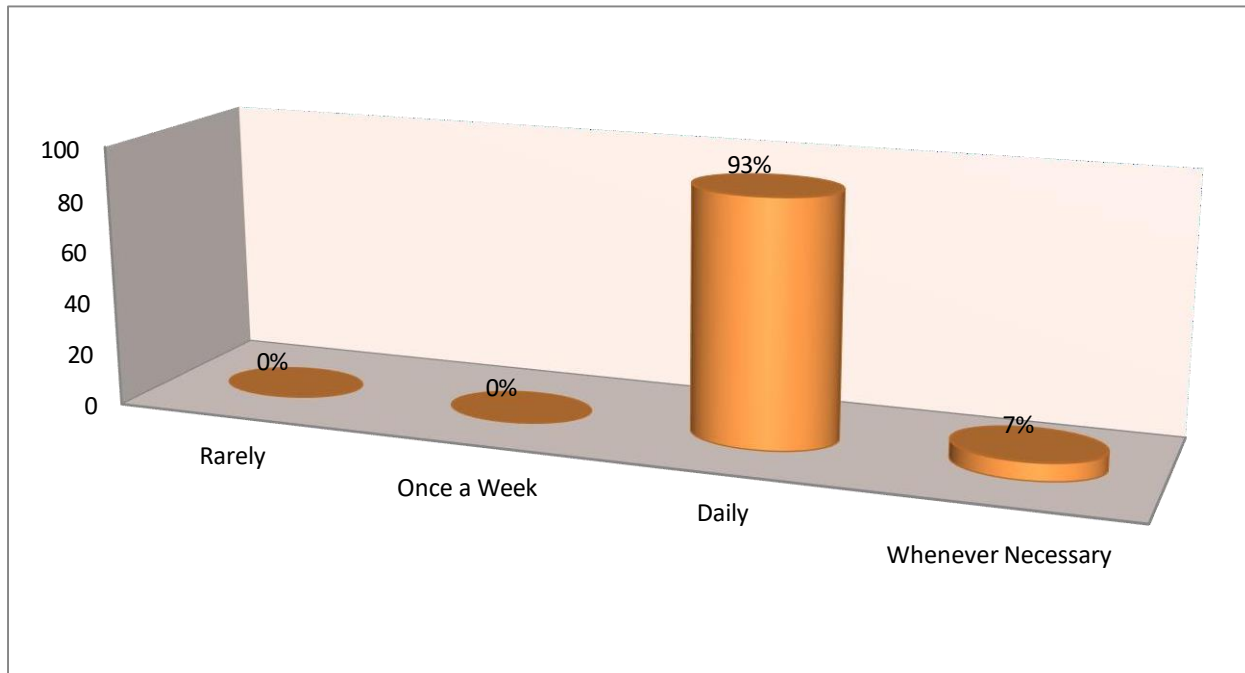


Table 6.19: Social Status of the Respondents

By using ICT applications do your social status has been improved		Frequency	Percentage
Valid	Yes	220	73
	No	15	5
	To Some Extent	40	13
	No Idea	25	9
	Total	300	100.0

Source: Primary Data

The above table grading that the frequency and distribution to the social status of the respondents among the IT women working in study area based on the “Four Point Scale”, 220 respondents were reported by using ICT application their social status has been improved, 15 respondents were reported by using ICT application their social status has not been improved ,40 respondents were reported by using ICT application their social status has been improved to some extent and 25 respondents don’t have idea about the social status.

Chart 6.19: Social Status of the Respondents

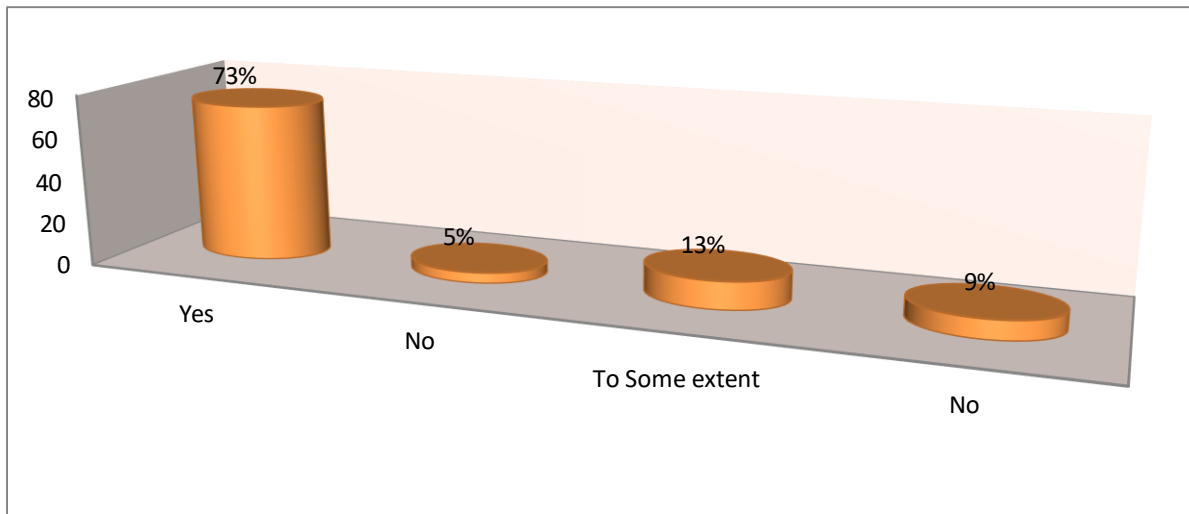


Table 6.20: Economic Status of the Respondents

By using ICT application, do your economic status has been improved		Frequency	Percentage
Valid	Yes	210	70
	No	20	7
	To Some Extent	30	10
	No Idea	40	13
	Total	300	100

Source: Primary Data

The above table sorting that the frequency and distribution to the economic status of the respondents among the IT women working in study area based on the “Four Point Scale”, 210 respondents were reported by using ICT application their economic status has been improved , 20 respondents were reported by using ICT application their economic status has not been improved, remaining 30 and 40 respondents were reported by using ICT application improved their economic status has been improved to some extent and no idea.

6.20 Chart: Economic Status of the Respondents

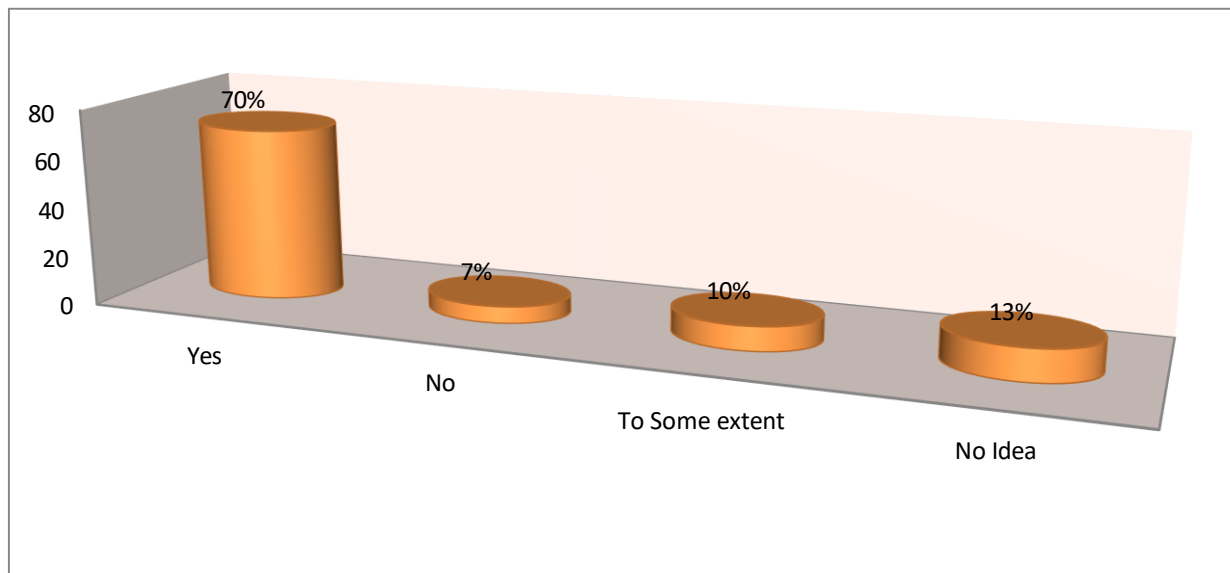


Table 6.21: Type of Sector Working

In which sector they working		Frequency	Percentage
Valid	Private Sector	300	100
	Government Sector	0	0
	NGO	0	0
	Sole Proprietorship	0	0
	Total	300	100

Source: Primary Data

The above table ordering that the frequency and distribution to the type of sector among the IT women working in study area based on the “Four Point Scale”. All 300 respondents were working in the private sector of Information Technology.

Chart 6.21: Type of Sector Working

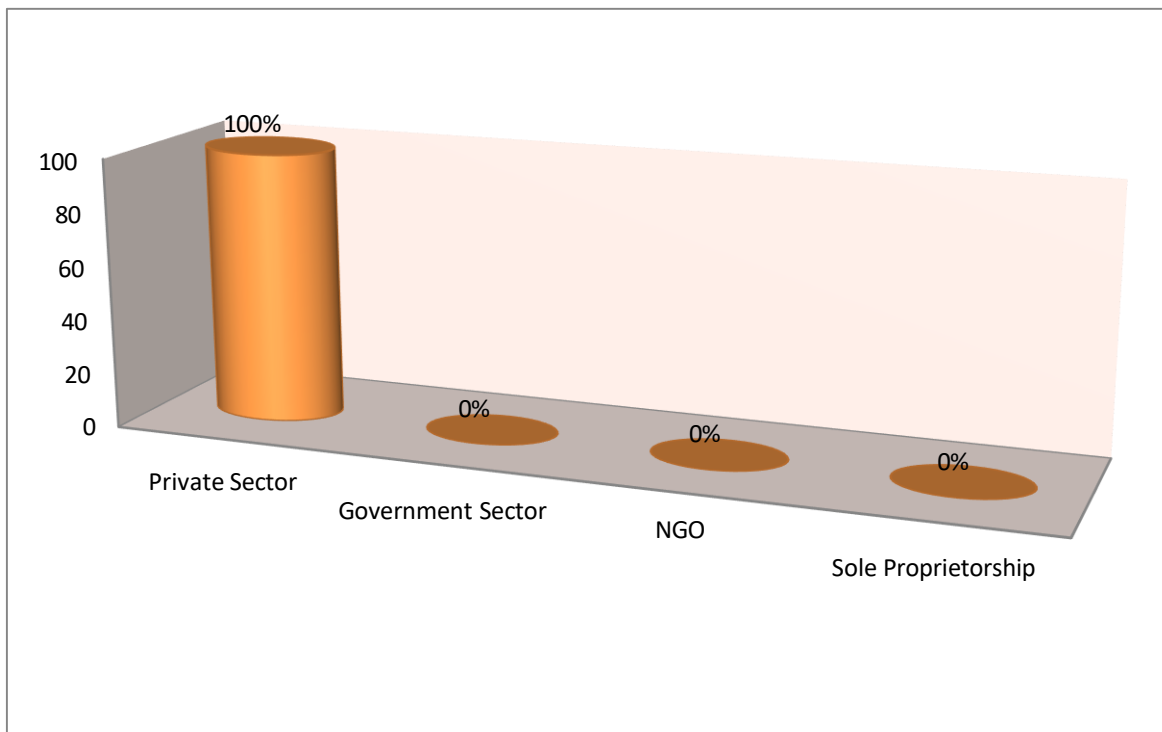


Table 6.22: Training of Computers

Have you taken any training or exposure in the field of computers		Frequency	Percentage
Valid	Yes	270	90
	No	0	0
	To Some Extent	30	10
	No Idea	0	0
	Total	300	100

Source: Primary Data

The above table refers that the frequency and distribution to the training of computers among the IT women working in study area based on the “Four Point Scale”, 270 respondents were taken training or exposure in the field of computers, 0 respondents were not taken training or exposure in the field of computers, 30 respondents were taken training or exposure in the field of computers to some extent and followed by 0 respondents were not taken training or exposure in the field of computers.

Chart 6.22: Training of Computers

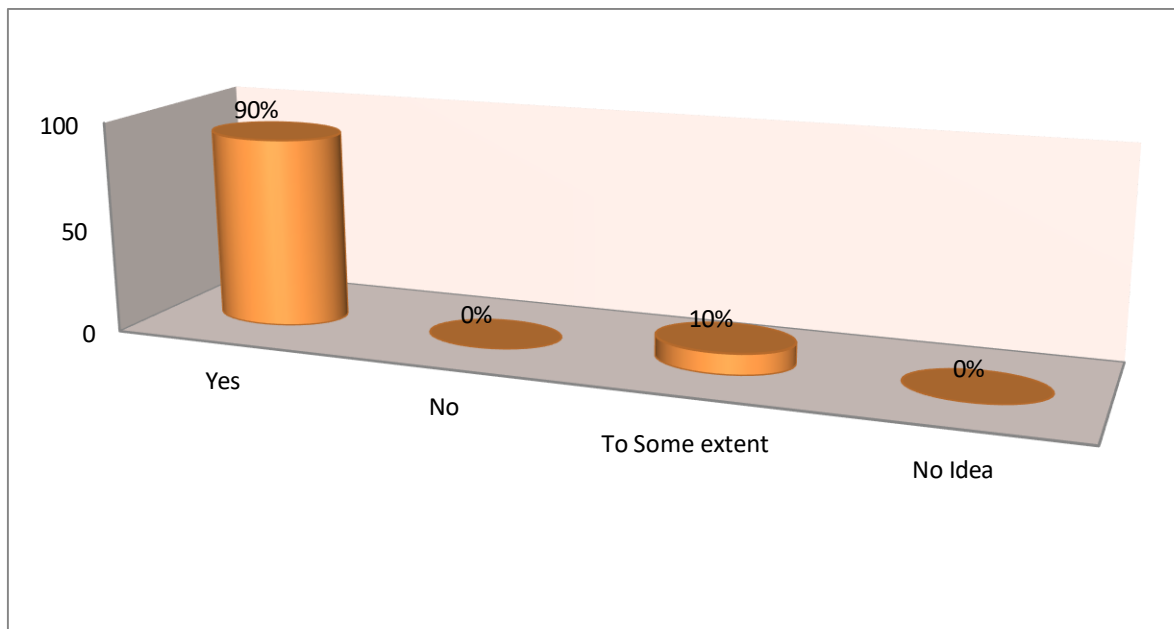


Table 6.23: Type of Training

If yes, was your training is formal of non-formal		Frequency	Percentage
Valid	Formal	270	90
	Informal	30	10
	Total	300	100

Source: Primary Data

The above table brings that the frequency and distribution to the type of training among the IT women working in study area based on the “Two Point Scale”, 270 were given formal training and 30 were given the informal training.

Chart 6.23: Type of Training

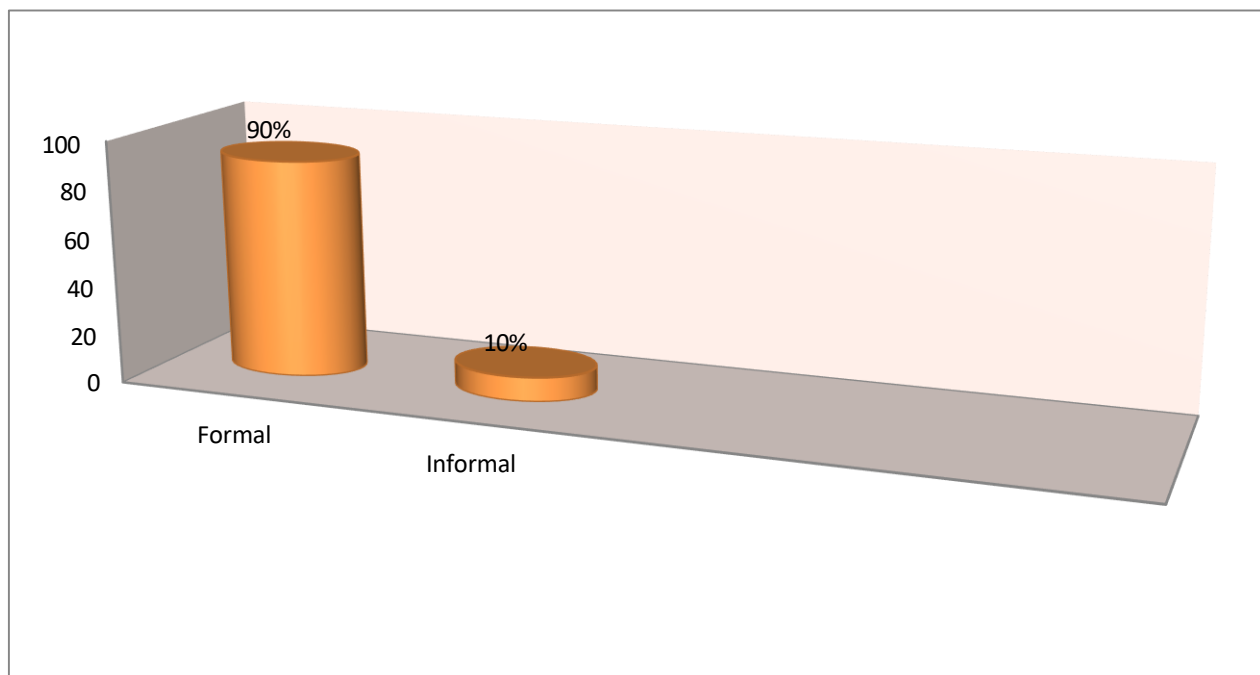


Table 6.24: Satisfaction of Training

Are you satisfied with the training provided by the government or private		Frequency	Percentage
Valid	Satisfied	240	80
	Highly satisfied	60	20
	Dissatisfied	0	0
	Highly Dissatisfied	0	0
	Total	300	100

Source: Primary Data

The above table locates that the frequency and distribution to the satisfaction of training among the IT women working in study area based on the “Four Point Scale”, 240 respondents were satisfied with the training provided by the government or private , 60 respondents were highly satisfied with the training provided by the government or private, 0 respondents were dissatisfied with the training provided by the government or private and 0 respondents were highly dissatisfied with the training provided by the government or private.

Chart 6.24: Satisfaction of Training

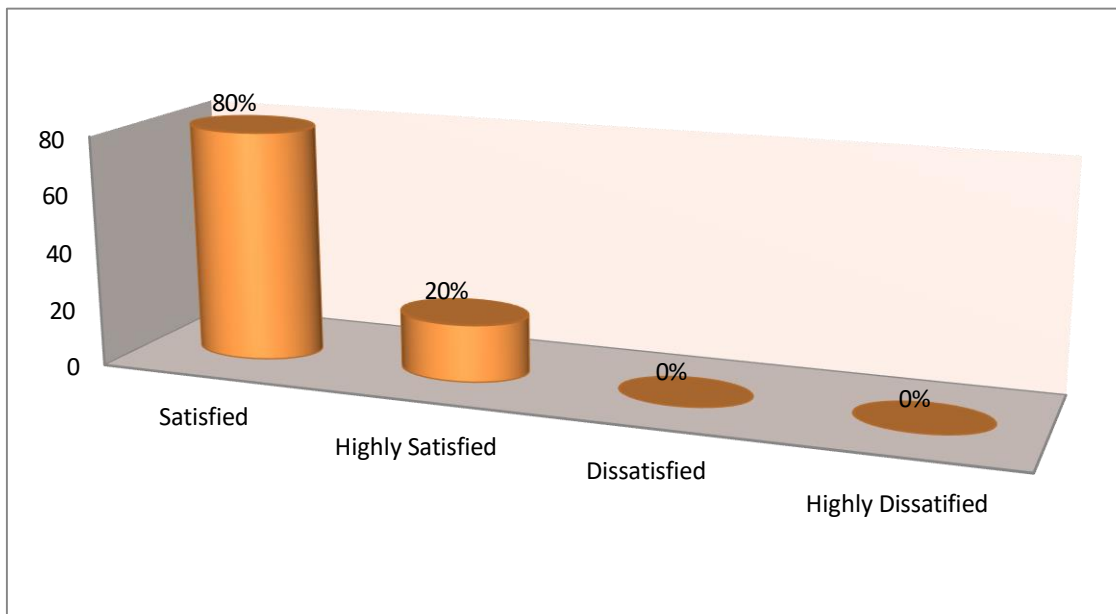


Table 6.25: ICT Training Useful for the Respondents

Was your ICT training useful/helpful for your job		Frequency	Percentage
Valid	Yes	30	10
	No	60	20
	To Some Extent	210	60
	No Idea	30	10
	Total	300	100

Source: Primary Data

The above table refers that the frequency and distribution to the ICT training among the IT women working in study area based on the “Four Point Scale” 30 respondents were reported that ICT training is useful for the job, 60 respondents were reported that ICT training is not useful for the job, 210 respondents were reported that ICT training is useful for the job to some extent and 30 respondents were reported that they don’t have idea about ICT training.

Chart 6.25: ICT Training Useful for the Respondents

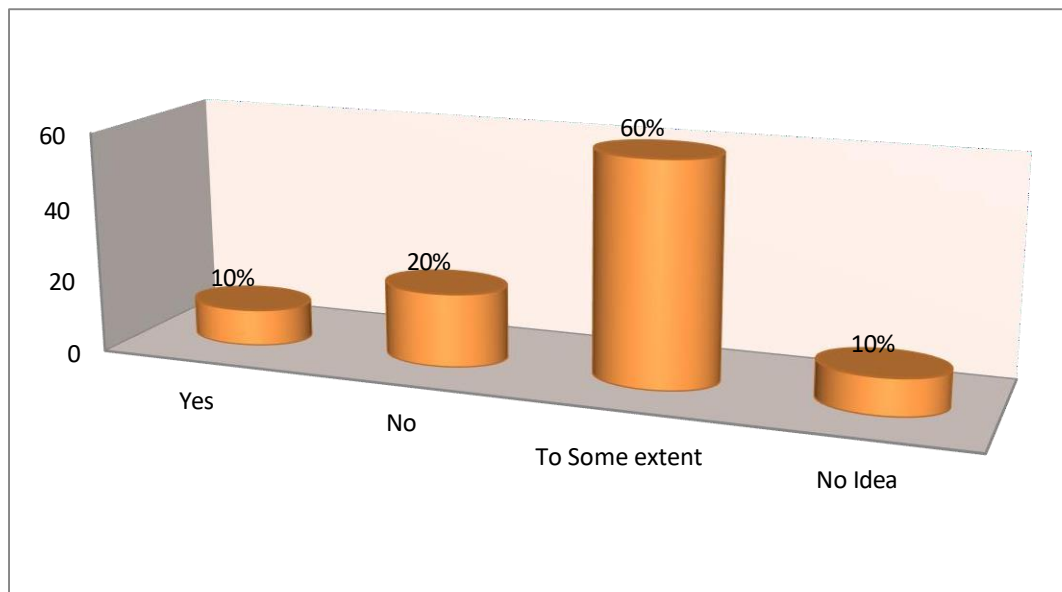


Table 6.26: Shift Basis of the Respondents

Are you working on Shift basis		Frequency	Percentage
Valid	Yes	70	23
	No	230	77
	Total	300	100

Source: Primary Data

The above table cited that the frequency and distribution to the shift basis of the respondents among the IT women working in study area based on the “Two Point Scale” 70 respondents were working in shift basis and further observed 230 respondents were not working in Shift Basis.

Chart 6.26: Shift Basis of the Respondents

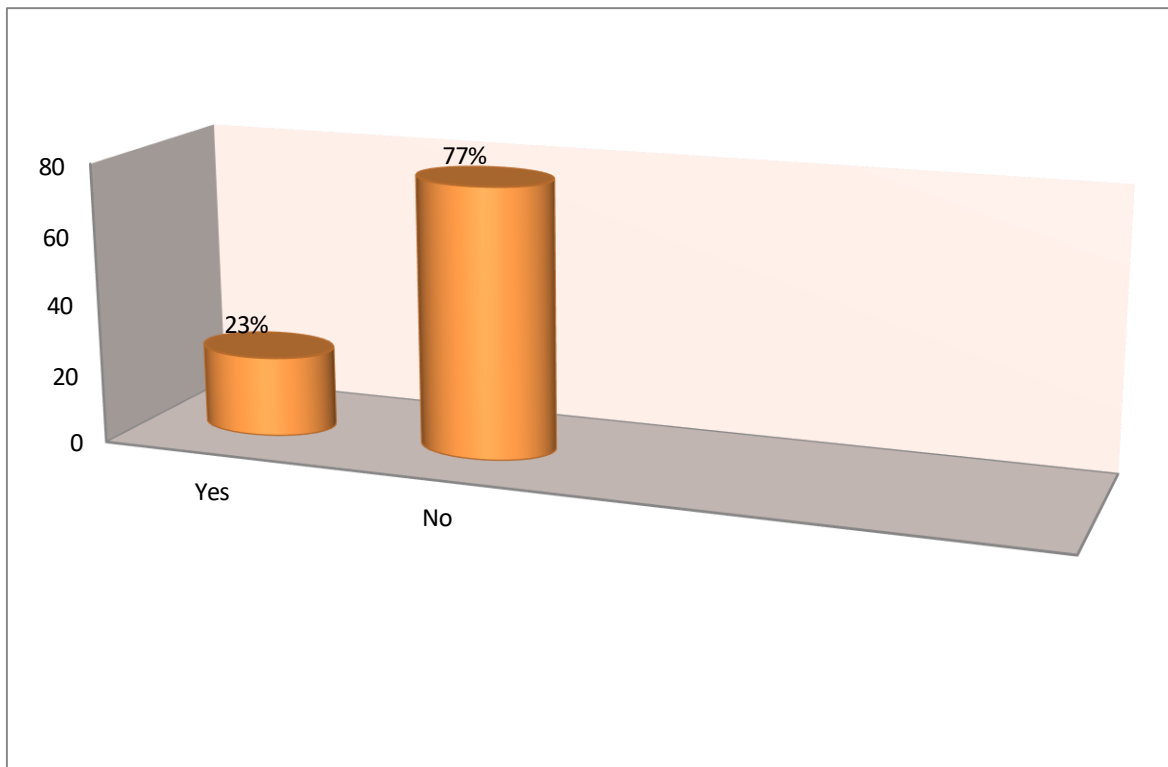


Table 6.27: Security Measures for Women working in Night Shifts

Are any security measures taken to protect women working in night shift		Frequency	Percentage
Valid	Yes	270	90
	No	0	0
	To Some Extent	30	10
	No Idea	0	0
	Total	300	100

Source: Primary Data

The above table indicates that the frequency and distribution to the security measures among the IT women working in study area based on the “Four Point Scale”, 270 respondents were informing that security measures were given to women working in IT, 0 respondents were informing that there is no security measures given to women working in IT, remaining 30 and 0 respondents were informing that there are security measures given for women working in IT to some extent and no idea.

Chart 6.27: Security Measures for Women working in Night Shifts

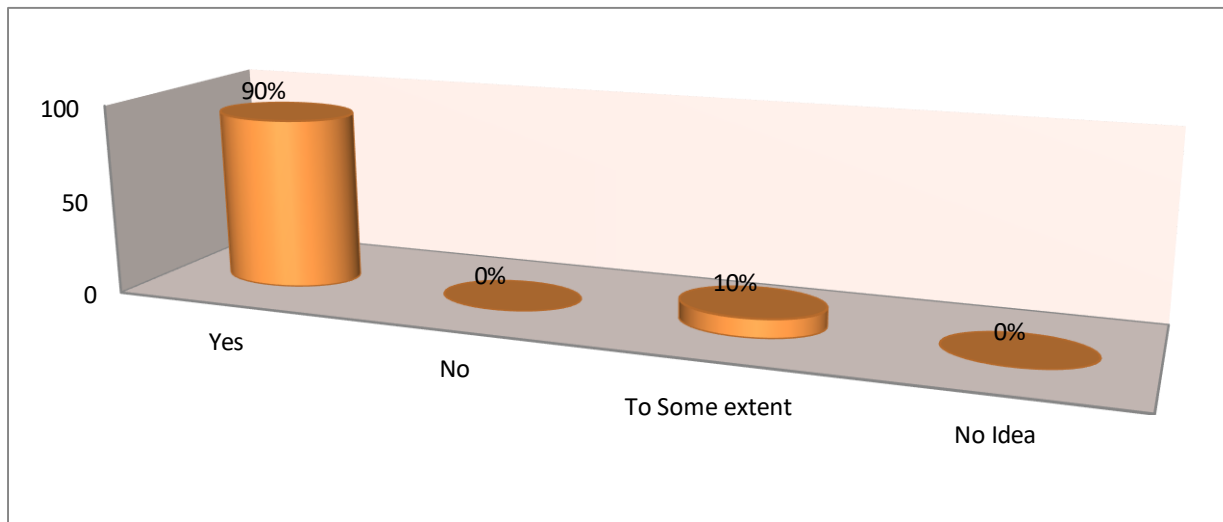


Table 6.28: Satisfaction of Work Culture

Are your satisfied with the work culture of your office		Frequency	Percentage
Valid	Yes	200	67
	No	30	10
	To Some Extent	70	23
	No Idea	0	0
	Total	300	100

Source: Primary Data

The above table tells that the frequency and distribution to the satisfaction of work culture among the IT women working in study area based on the “Four Point Scale”, 200 respondents were satisfied with the work culture in their office, 30 respondents were not satisfied with their work culture. Whereas, 70 respondents were satisfied with their work culture to some extent and followed by 0 respondents don’t have idea whether they are satisfied with work culture or not.

Chart 6.28: Satisfaction of Work Culture

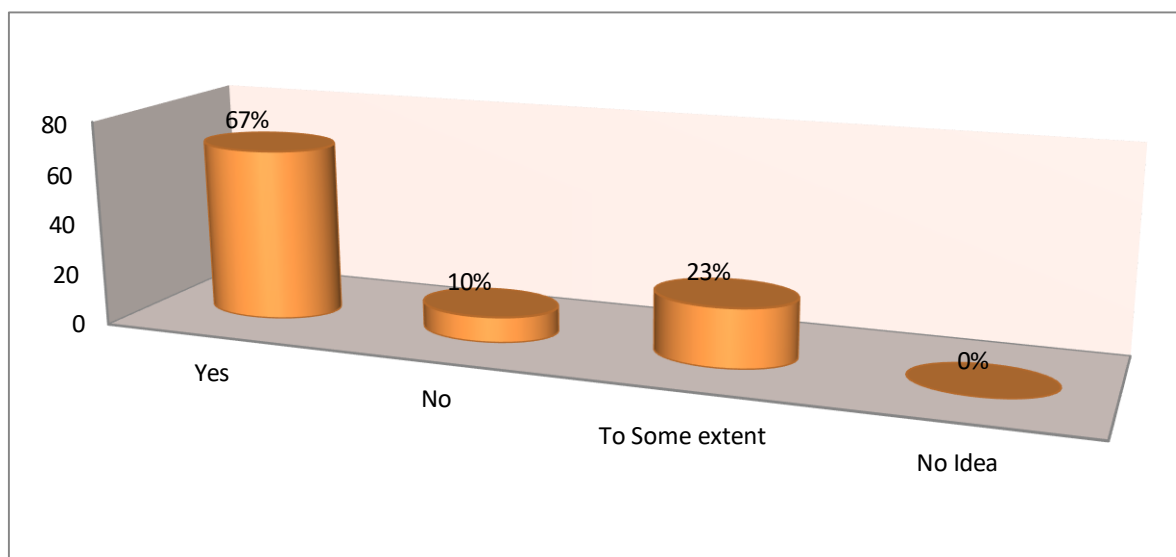


Table 6.29: Problem faced by Women Working in IT

If dissatisfied, what kind of problem you are facing at your workplace		Frequency	Percentage
Valid	Sexual Harassment	50	17
	Work Load	0	0
	Job Stress	230	77
	Any Other	20	6
	Total	200	100

Source: Primary Data

The above table exposes that the frequency and distribution to the problems faced among the IT women working in study area based on the “Four Point Scale”, 20 respondents were facing sexual harassment in their workplace, 0 respondents were facing work load in their workplace, 160 respondents were facing job stress in their workplace and 20 respondents were facing other problems in their workplace.

Chart 6.29: Problems faced by Women working in IT

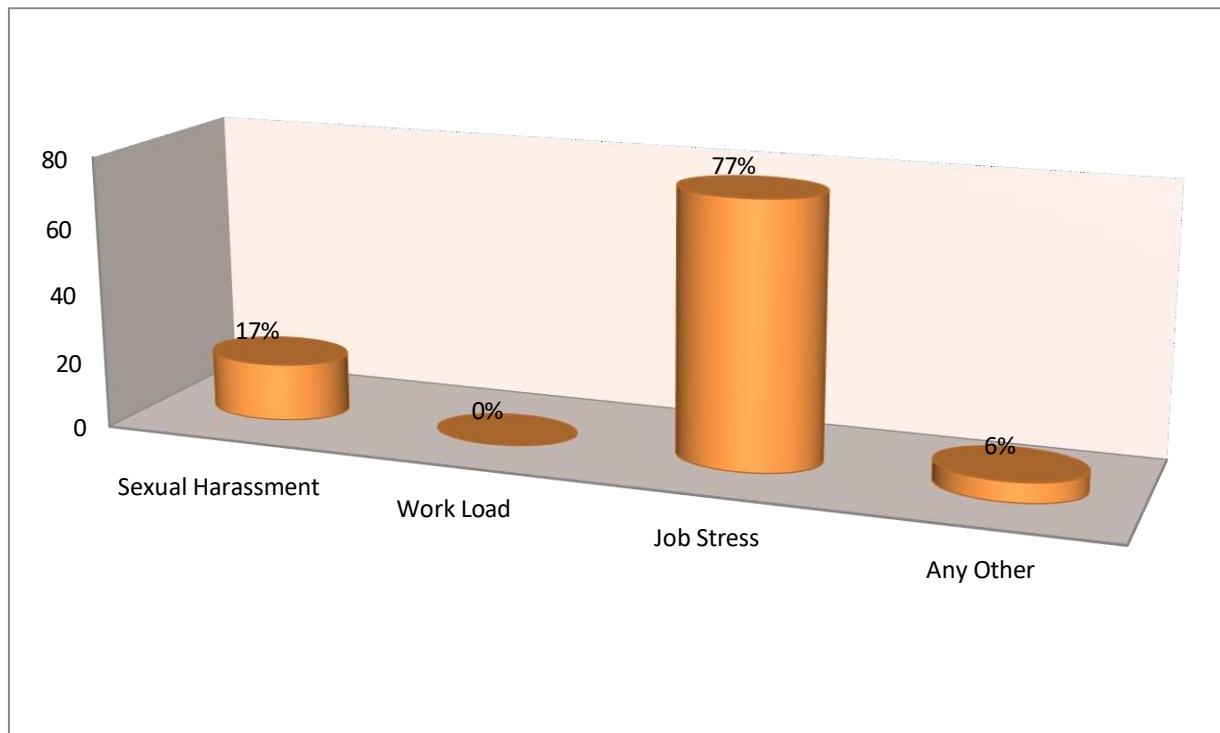


Table 6.30: Leisure Time of the Respondents

Being an women, do you get any leisure time for your family and your health		Frequency	Percentage
Valid	Yes	160	53.3
	No	40	13.3
	To Some Extent	58	19.3
	No Idea	42	14
	Total	300	100

Source: Primary Data

The above table traces that the frequency and distribution to the leisure time of the respondents among the IT women working in study area based on the “Four Point Scale”, 160 respondents were having leisure time for their health and family, 40 respondents were not having leisure time for their health and family. Therefore, 58 respondents were having partially leisure time for their health and family and 42 respondents don’t have idea about leisure time available for their family and health

Chart 6.30: Leisure Time of the Respondents

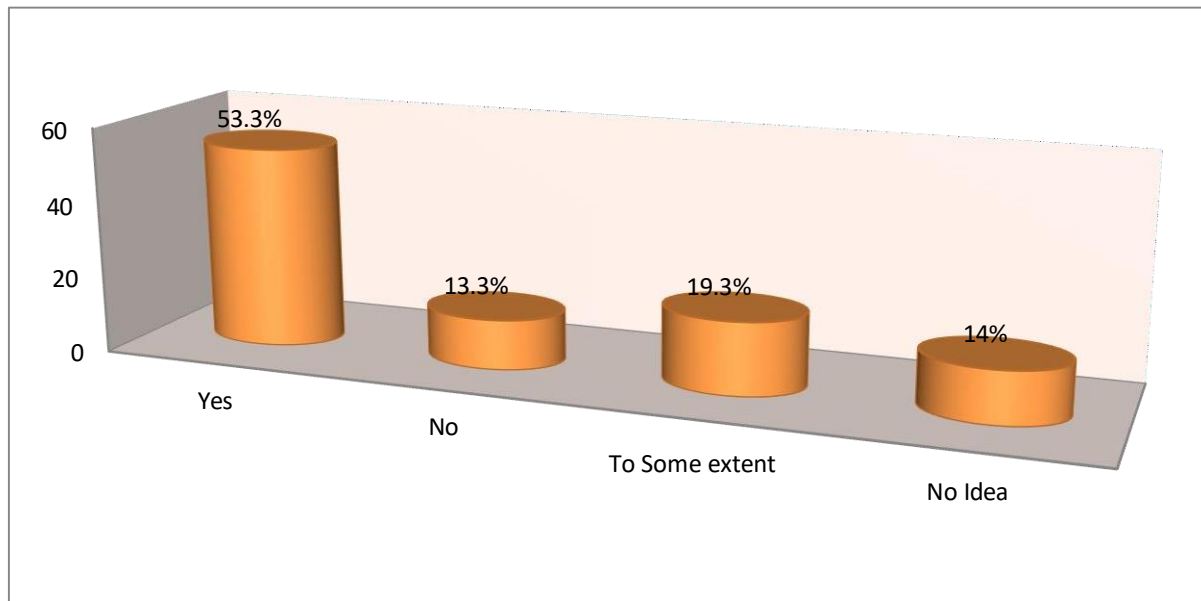


Table 6.31: Decision Making of the Respondents

Being an elected women, are you getting the freedom in the decision making of your family		Frequency	Percentage
Valid	Yes	80	27
	No	160	53
	To Some Extent	50	17
	No Idea	10	3
	Total	300	100

Source: Primary Data

The above table uncovers the frequency and distribution to the decision making of the respondents among the IT women working in study area based on the “Four Point Scale”, 80 respondents were given freedom in the decision making of their family, 160 respondents were not given freedom in the decision making of their family, 50 respondents were partially given freedom in the decision making of their family and 10 respondents don’t have idea whether they are giving freedom in the decision making of their family.

Chart 6.31: Decision Making of the Respondents

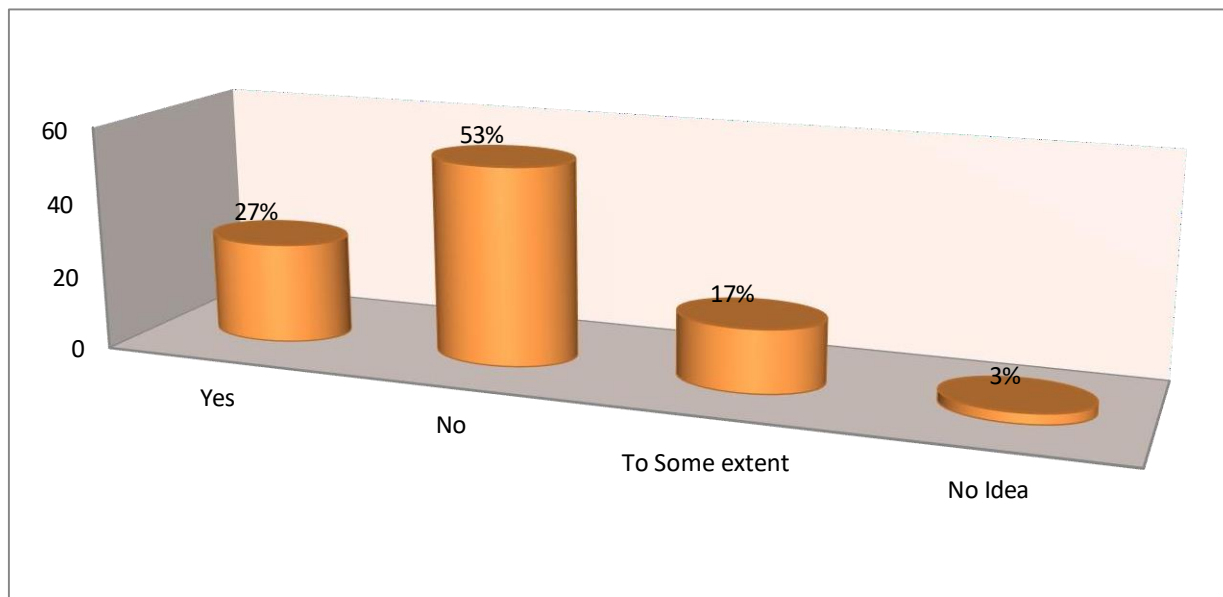


Table 6.32: Work Area of the Respondents

ICT By what way your work area changed using		Frequency	Percentage
Valid	Staffing levels	28	9.3
	Job Stress	110	36.6
	Work Load	125	41.6
	Maintenance Work	47	15.6
	Total	300	100

Source: Primary Data

The above table creates that the frequency and distribution to the training of computers among the IT women working in study area based on the “Four Point Scale”, 28 respondents were using ICT to change their staffing levels, 110 respondents were using ICT to change their job stress, 125 respondents were using ICT to change their work load and 47 respondents were using ICT to change their maintenance work

Chart 6.32: Work Area of the Respondents

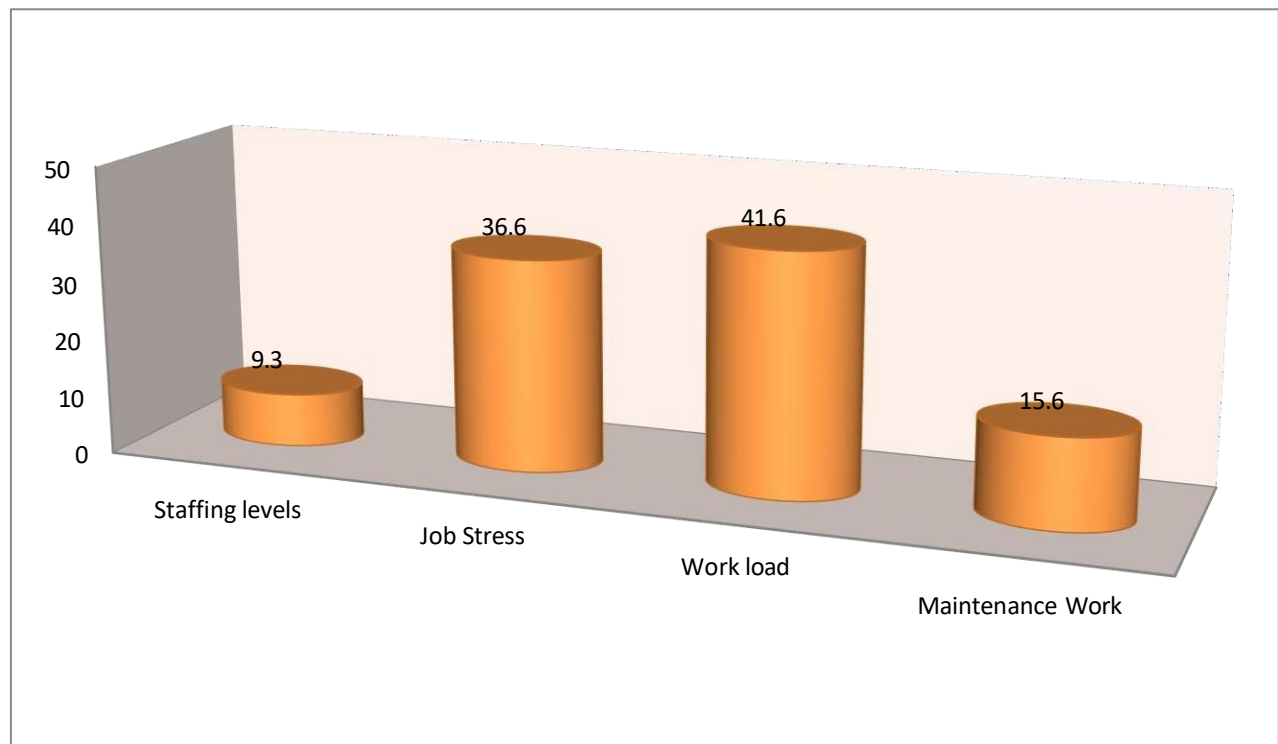


Table 6.33: Deny Resources of the Respondents

In your experience, does management withdrawn or deny resources, training or staff as an excuse for contracting out		Frequency	Percentage
Valid	Yes	70	23.3
	No	44	14.6
	To Some Extent	86	28.6
	No Idea	90	30
	Total	300	100

Source: Primary Data

The above table discloses that the frequency and distribution to the deny resources of the respondents among the IT women working in study area based on the “Four Point Scale”, 70 respondents were reported that the management has withdrawn resources for the staff contracting out, 44 respondents were reported that the management has withdrawn resources for the staff contracting out, remaining 86 and 90 respondents were reported to some extent and don’t have idea.

Chart 6.33: Deny Resources of the Respondents

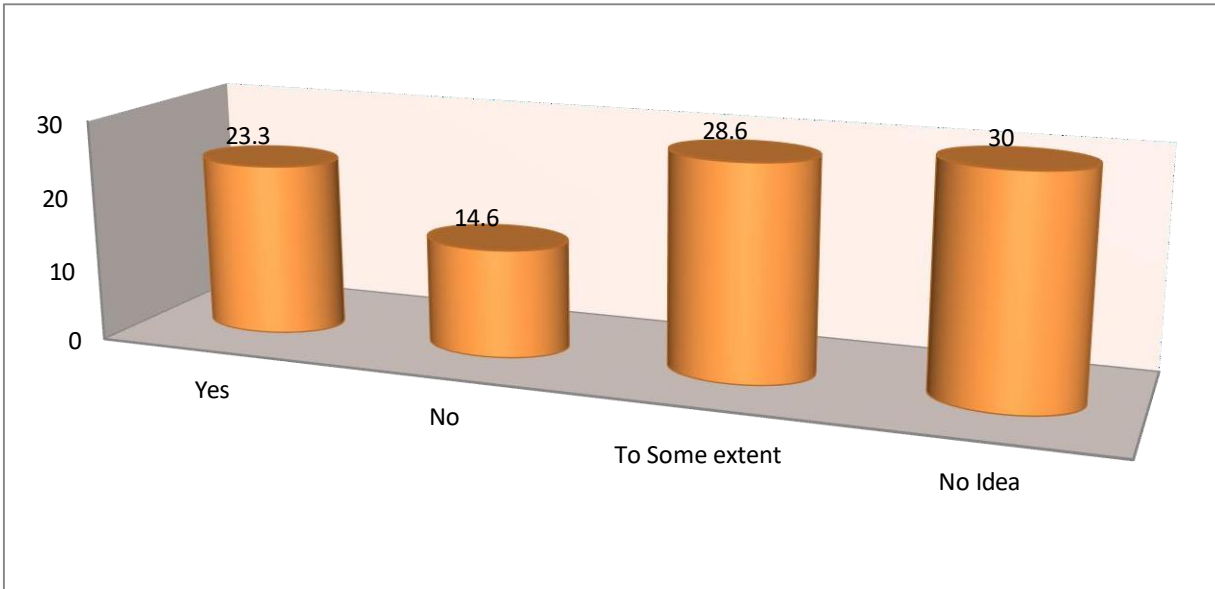


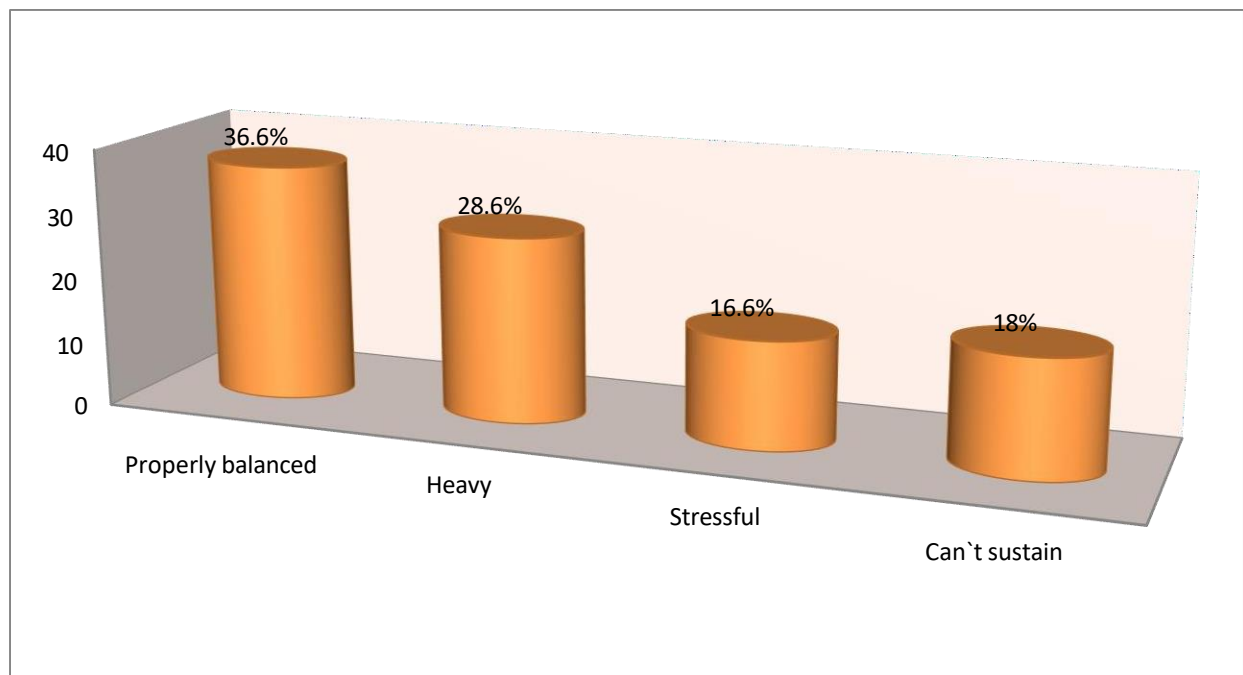
Table 6.34: Rating Workload of the Respondents

How would you rate your workload by using ICT		Frequency	Percentage
Valid	Properly Balanced	110	36.6
	Heavy	86	28.6
	Stressful	50	16.6
	Can`t Sustain	54	18
	Total	300	100.0

Source: Primary Data

The above table measures that the frequency and distribution to the rating workload among the IT women working in study area based on the “Four Point Scale”, 110 respondents were rating by using ICT workload is properly balanced, 86 respondents were rating by using ICT workload become heavy, remaining 50 and 54 respondents were rating stressful and can’t sustain respectively.

Chart 6.34: Rating Workload of the Respondents



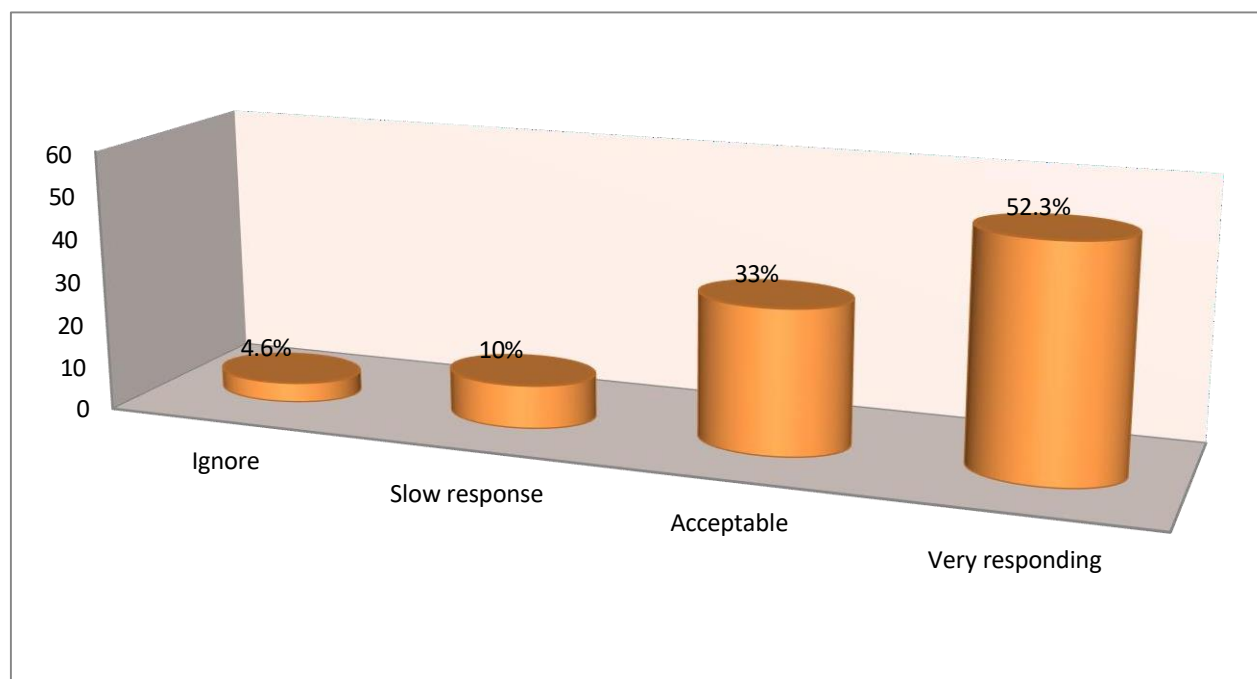
6.35: Facilitating Request of the Respondents

By using ICT, how did the company facilitate your request		Frequency	Percentage
Valid	Ignored	14	4.6
	Slow Response	30	10
	Acceptable	99	33
	Very Responding	157	52.3
	Total	300	100

Source: Primary Data

The above table denotes that the frequency and distribution to the facilitating request of the respondents among the IT women working in study area based on the “Four Point Scale”, 14 respondents were reported that request using ICT has been ignored, 30 respondents were reported that the company will facilitate slow request, remaining 99 and 157 respondents were reported that the company will facilitate request acceptable and slow responding.

Chart 6.35: Facilitating Request of the Respondents



6.36: Requesting Leave for Various Purposes

Can you request a leave for medical, family and general purpose by using ICT		Frequency	Percentage
Valid	Yes	228	76
	No	30	10
	To Some Extent	28	9.3
	No Idea	14	4.6
	Total	300	100

Source: Primary Data

The above table prescribes that the frequency and distribution to the requesting leave for various purposes among the IT women working in study area based on the “Four Point Scale”, 228 respondents were requesting leave for various purposes by using ICT ,30 respondents were requesting leave for various purposes by using ICT, 28 respondents were partially requesting leave for various purposes by using ICT and 14 respondents don’t have idea whether they can request leave for various purposes by using ICT or not.

Chart 6.36: Requesting Leave for Various Purposes

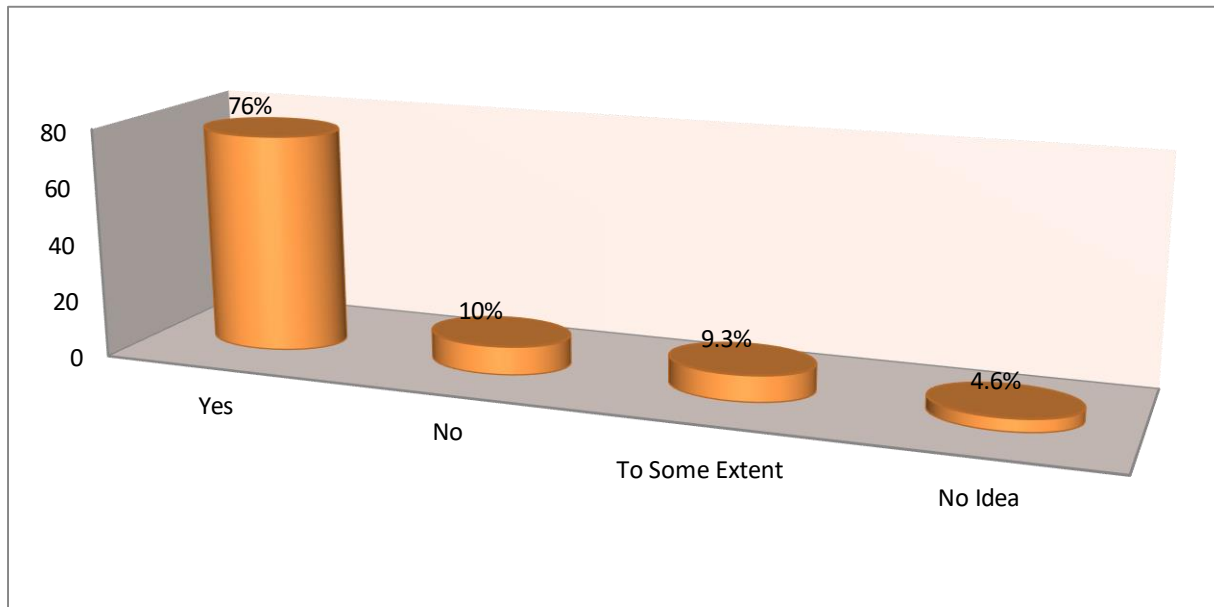


Table 6.37: Providing ICT Education

Do you agree the government is giving sufficient support to provide ICT education to the IT women		Frequency	Percentage
Valid	Agree	60	20
	Strongly Agree	73	24.3
	Disagree	77	25.6
	Strongly Disagree	90	30
	Total	300	100.0

Source: Primary Data

The above table varies that the frequency and distribution to the providing ICT education among the IT women working in study area based on the “Four Point Scale” 60 respondents were agreed that government is providing support to ICT education for IT women, 73 respondents were strongly agreed that government is providing support to ICT education for IT women , remaining 77 and 90 respondents were disagree and strongly disagree that government is not providing support to ICT education for IT women.

Chart 6.37: Providing ICT Education

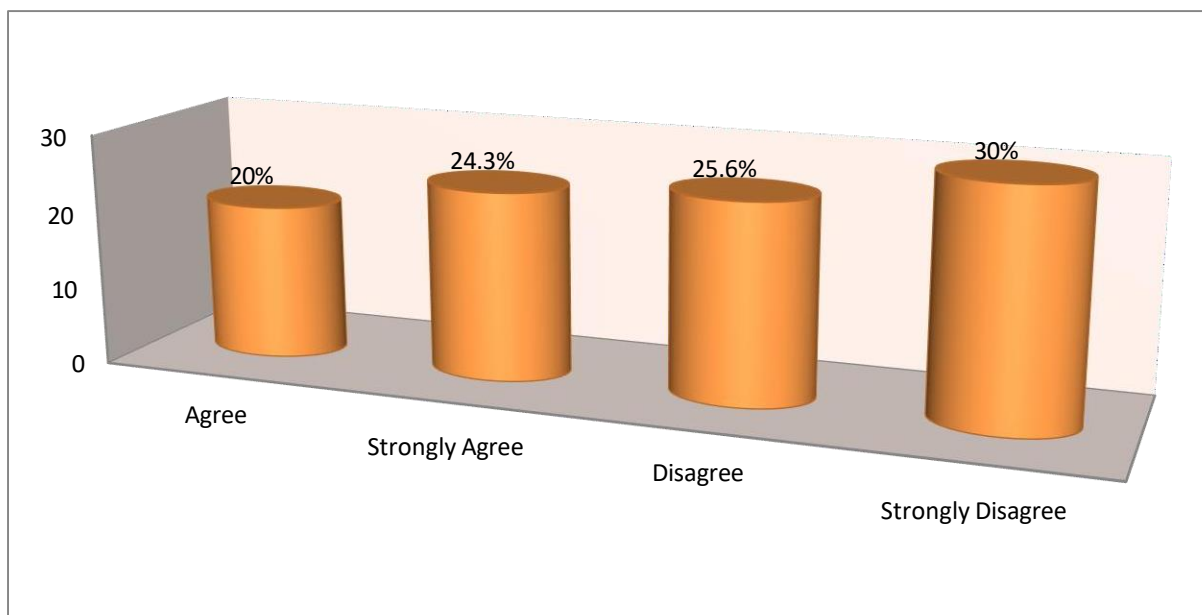


Table 6.38: Opportunity to Work from Home and Earn

The government is giving the women opportunity to work from home and earn		Frequency	Percentage
Valid	Agree	45	48.3
	Strongly Agree	140	4.6
	Disagree	55	18.3
	Strongly Disagree	50	16.6
	Total	300	100

Source: Primary Data

The above table monitors that the frequency and distribution to the opportunity to work from home and earn among the IT women working in study area based on the “Four Point Scale” 45 respondents were agreed that the government is giving the opportunity to work from home and earn, 140 respondents were strongly agreed that the government is giving the opportunity to work from home and earn, remaining 55 and 50 respondents were disagreed and strongly disagreed that the government is not giving opportunity to work from home and earn.

Chart 6.38: Opportunity to Work from Home and Earn

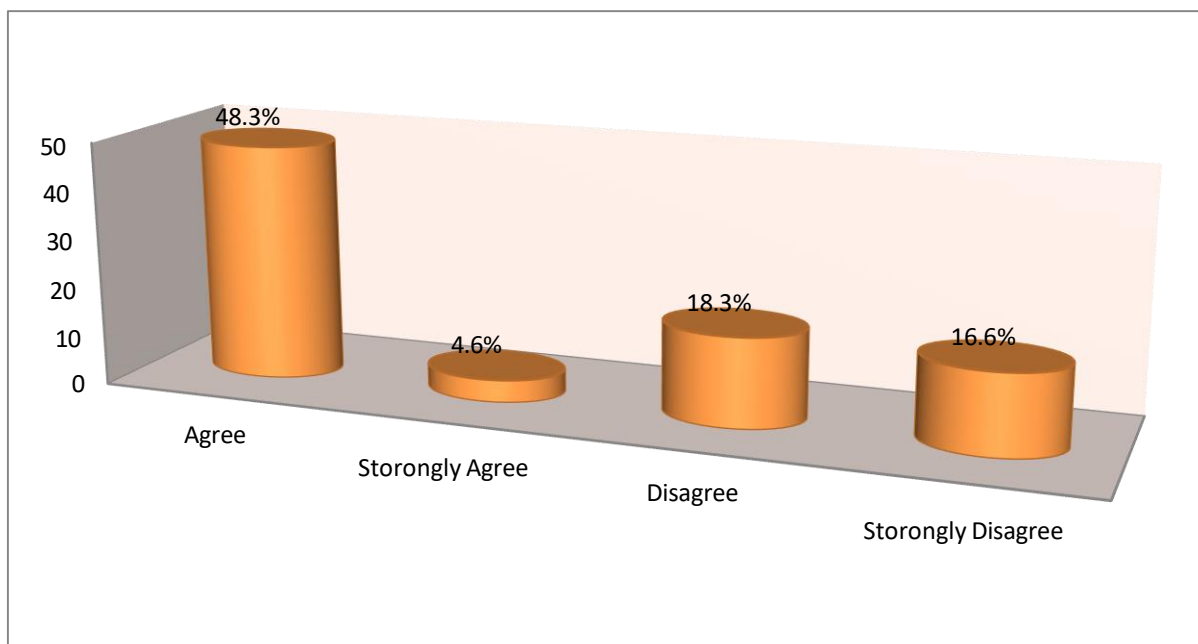


Table 6.39: Happenings in the Country and Outside

Do you agree the usage of ICT has helped folk women in India about what is happening in the country and outside		Frequency	Percentage
Valid	Agree	125	41.6
	Strongly Agree	75	25
	Disagree	60	20
	Strongly Disagree	40	13.3
	Total	300	100.0

Source: Primary Data

The above table explores that the frequency and distribution to the happenings in the country and outside among the IT women working in study area based on the “Four Point Scale”, 125 respondents were agreed that the usage of ICT has helped folk women in India what is happening in the country and outside, 75 respondents were strongly agreed that the usage of ICT has helped folk women in India what is happening in the country and outside, remaining 60 and 40 respondents were disagreed and strongly disagreed that the usage of ICT has not helped folk women in India what is happening in the country and outside.

Chart 6.39: Happenings in the Country and Outside

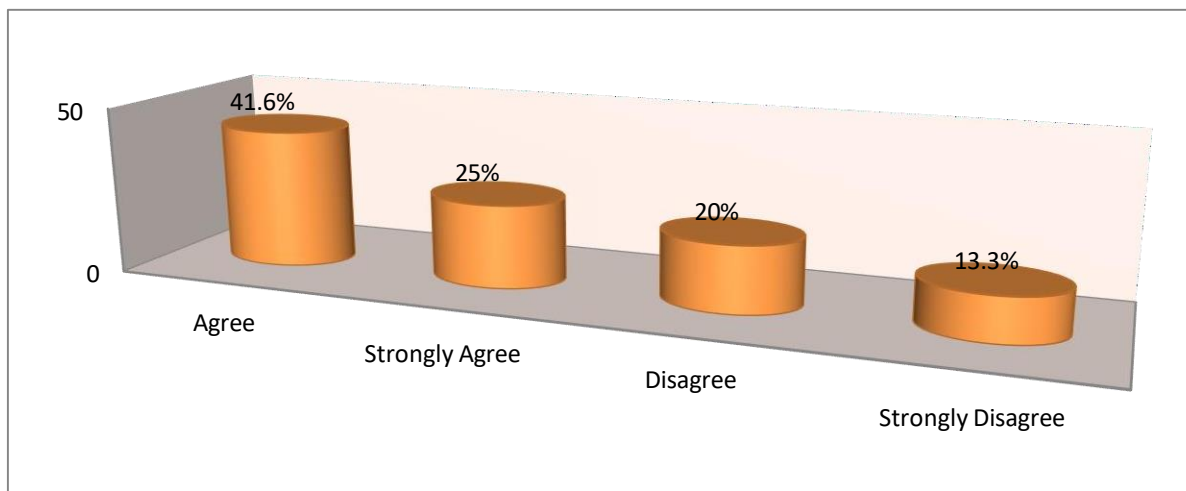


Table 6.40: Next Generation Development of the Respondents

Do you agree woman still want to make use of ICT for their generation development		Frequency	Percentage
Valid	Agree	142	4.6
	Strongly Agree	110	36.6
	Disagree	23	7.6
	Strongly Disagree	25	8.3
	Total	300	100.0

Source: Primary Data

The above table list out that the frequency and distribution to the next generation development among the IT women working in study area based on the “Four Point Scale” 142 respondents were agreed that women still want to use of ICT for next generation development, 130 respondents were strongly agreed that women still want to use of ICT for next generation development, remaining 23 and 25 respondents were disagreed and strongly disagreed that women still want to use of ICT for next generation development.

Chart 6.40: Next Generation Development of the Respondents

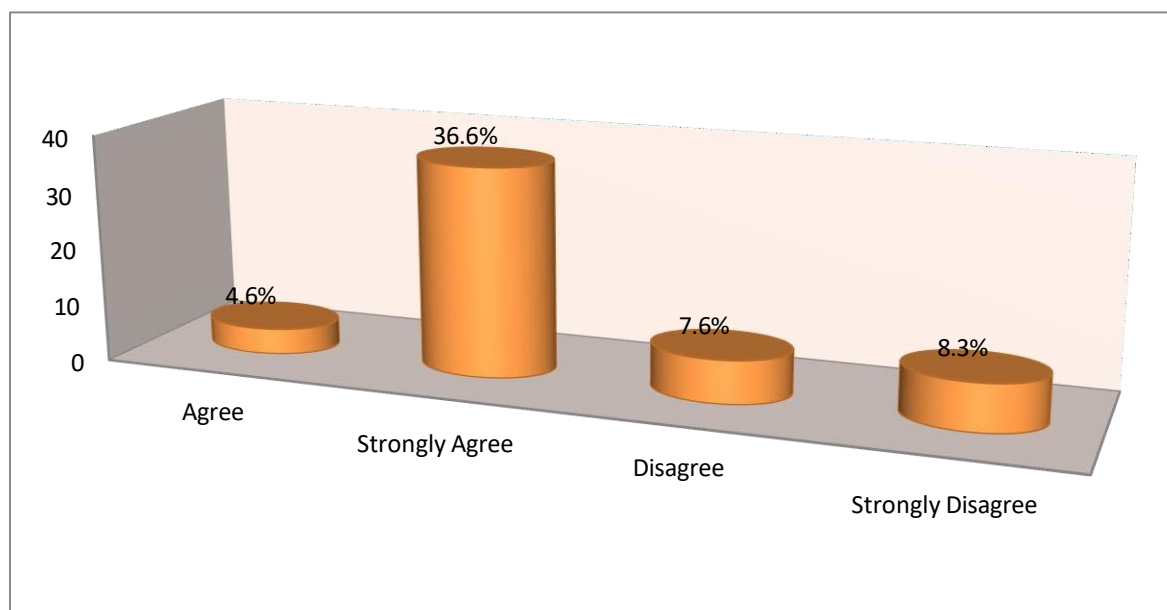


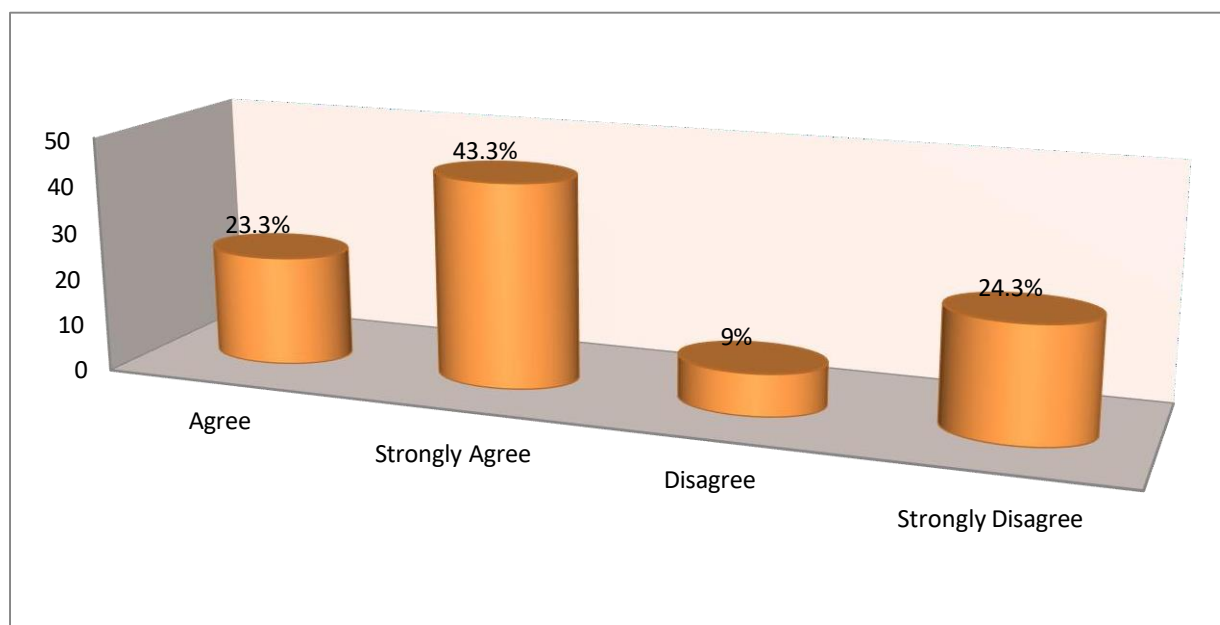
Table 6.41: Deprived of ICT infrastructure

Do you agree folk women is deprived of ICT infrastructure		Frequency	Percentage
Valid	Agree	70	23.3
	Strongly Agree	130	43.3
	Disagree	27	9
	Strongly disagree	73	24.3
	Total	300	100.0

Source: Primary Data

The above table presents that the frequency and distribution to the deprived of ICT Infrastructure among the IT women working in study area based on the “Four Point Scale”, 70 respondents were agreed that folk women are deprived of ICT infrastructure, 130 respondents were strongly agreed that folk women are deprived of ICT infrastructure, remaining 27 and 73 respondents were disagreed and strongly disagreed that folk women are not deprived of ICT infrastructure.

Chart 6.41: Deprived of ICT Infrastructure



The following information were analyzed that well educated highly skilled women software professionals in Thiruvallur district (Tamil Nadu) have entered a rapidly growing and a very demand sector in which they want to pursue careers. The nature of the IT industry and the fact that women software professionals are in the crucial phase in their lives 28-38 years, where women are drawn into marriage and motherhood, puts increasing pressure on maintaining a work life balance. It is the evident that the nature of the sector and changing aspirations and the roles of women working in Thiruvallur District create challenges for their work and family, which study puts under further scrutiny. This study was designed to explore, document and analyze the factors which influence the software professionals facing challenges through Information and Communication Technology and also to understand the support they receive both in their professional and personal lives.

CHAPTER- VII

SUMMARY, FINDINGS AND CONCLUSION

Across the globe, countries have recognized Information and Communication Technology (ICT) as an effective tool in catalyzing the economic activity in efficient governance and developing human resources. There is a growing recognition of the newer and wider possibilities that technology presents before the society in the modern times. IT together with Communication Technologies has brought about unprecedented changes in the way people communicate to conduct business, pleasure and social interaction. The evolution of new forms of technologies and imaginative forms of applications of the new and older technologies makes the lives of the people better and more comfortable in several ways. There is even greater realization that instead of a single-track technology, lateral integration of technologies can deliver startling results and the world seems to be moving towards such converged systems.

With the emergence of Information Technology on the national agenda and the announcement of ICT policies by various state governments have recognized the “Convergence of core technologies and E-Governance” as the tool for good governance, sustainable development, globalization of economy and social empowerment. Information is the key to democracy. With the advent of ICT, it has become possible for the common man to access global information. The realm of electronic communication encompasses telecommunication, broadcasting, information technology, enabled services and industries, to undergo profound changes leading to a Global Information Infrastructure (GII), which will be capable of carrying any type of information in the form of text, data, voice or video. Information is now broadly defined to embrace voice in telephone, text in fax and newspapers, images in video and television broadcasting and data in computers. All information can be digitized, transported, stored, retrieved, modified, and then distributed. All of these are getting transportable over common infrastructure viz. high-speed, broadcast, digital electronic highways. Emerging digital techniques, new network alternatives (Intelligent Networks), high bandwidth communication technology, and state-of-the-art software for network functions and services, are the new technology trends evident in the development of electronic communication systems.

The convergence of Information and Communication Technology (ICT) involve not only the integration of carriage and content but also of the industry. In such convergence, instances of conflicting interests might surface and it may trigger a competition and end up with the survival of the fittest industries and of sustainable applications. It may also be realized that converged applications have a lot of bearing on e-governance, which, people perceive as means to ‘good governance’. Initiatives of the government and the private sector to adopt standards develop interconnection and accounting systems and to deploy infrastructures, due to liberalization policies, have seen the growth of satellite systems and regional Wide Area Networks (WAN) in India. Emergence of ICT on the national agenda and announcement of ICT policies by several state governments has strengthened India’s position in the software-driven ICT sector in the world. For example states of Tamil Nadu, Andhra Pradesh, Delhi, Goa, Gujarat, Haryana, Karnataka, Kerala, Madhya Pradesh, Maharashtra, Meghalaya, Orissa, Punjab, Rajasthan, Sikkim, Uttar Pradesh, West Bengal, Pondicherry etc.

We could broadly classify the spaces in which women stand to gain under the spheres of Empowerment. The distance is reflected in the levels of empowerment and the equality of women in comparison to men, and has enormously contributed to the slow pace of development in South. It is now as well as understood fact that without progress towards the empowerment of

women, any attempt to raise the quality of lives of people in developing countries would be incomplete. There is increasing amount of evidence which substantiates the societies that discriminate by gender, pay a high price in terms of ability to develop and to reduce poverty.

The issues of gender equality, equity and empowerment of women become even significant as women have a strategic role in incubation and transfer of critical knowledge which often terms the blueprint of survival for communities to adapt and the minimize the risks in the adverse of circumstances. Women because of their biological and social roles are generally more rooted than men in the confines of their locality.

The initiatives towards ICT at various stages of development/implementation of central government includes: India Portal, National Institute of e-governance, central depository of data, dissemination of information relating to best practices/innovations in e-governance, awards for best websites and innovative use of IT in the delivery of public services. In addition citizen service centers were set up for one stop and non-stop delivery of services to the public. India portal is a user- friendly portal of all government web sites for providing information and delivery of services.

7.1 Findings of the Study

The present research study has carried out the following main objectives;

- Socio-Economic development of women through Information and Communication Technology in Thiruvallur District
- To highlight the level of Administrative and Political women development in Thiruvallur District
- To evaluate gender equality between men and women through Information and communication Technology in Thiruvallur District
- Performance of Elected Women Representatives through Information and Communication Technology in Thiruvallur District
- Challenges faced by women working in Information Technology.

In order to analyze the Enriching Women Empowerment through Information and communication Technology in Tamil Nadu - A Study of Thiruvallur District. Totally 450 samples were taken from study area, out of that 150 samples were randomly selected on the basis of simple random sampling method from local body institutions of Thiruvallur District. The major findings, suggestions and conclusion now presented in this chapter;

- As per the study reveals that 4 percentage of the respondents were aware of ICT schemes.

About 26.7 percentage of the respondents were not aware of ICT schemes. About 58 percentage of the respondents were partially aware and 11.3 percentage of the respondents don't have idea about ICT schemes.

- It can be observed from the study that nearly 2.6 percentage of the respondents were empowered, 23.3 percentage of the respondents were not empowered, 67 percentage of the respondents were partially empowered and 7.3 percentage of the respondents were not having idea whether empower or not.
- The study makes it clear that 17.3 percentage of the total sample were socially empowered. Around 43.3 percentage of the total sample were economically empowered, 37.3 percentage of the total sample were educationally empowered and 2.0 percentage of the total sample were politically empowered.
- The study shows that 14.6 percentage of the respondents were agreed by using ICT in work environment has made their life easier. A good number of the respondents 40.6

percentage of the respondents were strongly agreed by using ICT in work environment has made their life easier, 6 and 39.3 percentage of the respondents were disagree and strongly disagree by using ICT in work environment has not made their life easier respectively.

- The study indicates that nearly 22 percentages of the respondents was highly satisfied with ICT facility in their work place. Around 30 percentage of the respondents were satisfied with ICT facility in their work place. Whereas 20 and 28 percentage of the respondents were highly dissatisfied and dissatisfied with ICT facility in their work place respectively.
- The study shows that about 27.3 percentage of the respondents were reported that ICT will improve the delivery of public services, 36.3 percentage of the respondents were reported that ICT will help to build the functionaries of local body institutions, 15.3 percentage of the respondents were reported that ICT will provide the information regarding policies, rules and regulation and 20.6 percentage respondents were reported that ICT help to attend the village meeting which are held at far off.
- It can be observed from the study that majority i.e. 61.3 percentage were getting source of information about local, national and international information from television, 26 percentage of the respondents were getting source of information about local, national and international information from internet, 4 and 8.6 percentage of the respondents were getting source of information about local, national and international information from radio and print media respectively.
- It can be considered from the study that 17.3 percentage of the respondents were using internet has made their life easier, 20 percentage of the respondents were using internet found difficult in their life, 12 and 50.6 percentage of the respondents were using internet has not made their life easier and somewhat easy respectively.
- The study views that nearly 16 percentage of the respondents were accessing internet rarely. Around 35.3 percentage of the respondents were accessing internet once a week, 37.3 percentage of the respondents were accessing internet daily and 11.3 percentage of the respondents were accessing internet whenever necessary for them.
- The study reveals that nearly 34 percentage of the respondents were watching news and educational in different channels rarely, 34.6 percentage of the respondents were watching news and educational once in a week .Whereas 27.3 and 19.3 percentage of the respondents were watching news and educational in different channels daily and whenever necessary for them.
- The study illustrates that nearly 8 percentage of the respondents were using ICT applications their social status has been improved, 34.6 percentage of the respondents were using ICT applications their social status has not improved. Furthermore 40.6 and 22.6 percentage of the respondents was using ICT applications their social status has been improved to some extent and no idea about the ICT applications whether it will improve social status or not.
- It is found from the study that nearly 11.3 percentage of the respondents were using ICT applications their economic status has been improved, 18.6 percentages of the respondents were using ICT applications their economic status has not improved. Moreover 46 and 24 percentage of the respondents was using ICT applications their economic status has been improved to some extent and no idea about the ICT applications whether it will improve economic status or not.

- The study denotes that nearly 13.3 percentage of the respondents were using ICT applications their political status has been improved, 27.3 percentage of the respondents were using ICT applications their political status has not been improved .Whereas 36.6 and 22.6 percentage of the respondents were using ICT applications their political status has been improved to some extent and no idea respectively.
- It is evident that about 16 percentage of the respondents were agreed that job needs ICT application, 27.3 percentage of the respondents were disagree that job does not need ICT application , 37.3 and 19.3 percentage of the respondents were partially agreed that job needs the ICT application to some extent and no idea whether job needs the ICT application.
- The study measures that nearly 12 percentage of the respondents were trained in the field of computers, 29.3 percentage of the respondents were not trained in the field of computers,36.6 and 22 percentage of the respondents were exposure in the field of computers partially and no idea about the training in the field of computers
- It is found from the study that about 16 percentage of the respondents were given formal training in the field of computers, 84 percentage of the respondents were given informal training in the field of computers.
- It is seen that out of 150 respondents, 17.3 percentage of the respondents were satisfied with the training provided by government, 28.6 percentage of the respondents were highly satisfied with the training provided by government , 12 and 42 percentage of the respondents were dissatisfied and highly dissatisfied with the training provided by government.
- The study indicates that about 6 percentage of the respondents were given training in job which is useful for them, 22 percentage of the respondents were given training which is not useful for job , 60.6 and 11.3 percentage of the respondents were partially and have no idea about training for job respectively.
- It is inferred that out of 150 elected women representatives, 11.3 percentage of the respondents were given security measures to protect them, 28.6 percentage of the respondents were not given security measures to protect them, 50.6 percentage of the respondents were partially given security measures and 10 percentage of the respondents were not having idea about security measures.
- It is portrayed that out of 150 elected women representatives, 7.3 percentage of the respondents were satisfied with culture of their office, 51.3 percentage respondents were not satisfied with culture of their office , 36.6 and 4.6 percentage of the respondents were partially satisfied and no idea about culture of their office.
- In order to the problems facing at workplace, 6 percentages of the respondents were facing sexual harassment problem in their workplace, 33.3percentages of the respondents were facing political pressure in their workplace. Furthermore 24.6 and 36 percentage of the respondents were facing job stress and other problem in their workplace.
- As long as the study describes that about 10.6 percentage of the respondents were having leisure time for their family and health, 44.6 percentage of the respondents were not having leisure time for their health and family. Around 42.6 were partially having leisure time and no idea whether we have leisure time or not.
- The study reveals that about 14.6 percentage of the respondents were having freedom in decision making of their family, 56.6 percentage of the respondents were not having

freedom in decision making of their family, 24.2 were partially having freedom in decision making of their family and 4.6 percentage of the respondents does not have idea about freedom in decision making of their family.

- It can be measured from the study that about 4.6 percentage of the respondents were using ICT their workload has been properly balanced, 14.6 percentage of the respondents were using ICT their workload has been heavy, 23.3 percentage of the respondents were using ICT their workload is stressful and 57.3 percentage of the respondents can't sustain their workload by using ICT.
- The study finds out about 14 percentage of the respondents were that government is providing support to ICT education, 24.6 percentage of the respondents were that government is not providing support to ICT education .Whereas 15.3 percentage of the respondents were that government is providing partially support to ICT education and 46 percentage of the respondents does not have idea whether the government is providing support to ICT education or not.
- As far as the study reveals that 12.8 percentages of the respondents were agreed that ICT has helped folk women what is happening in the country and outside, 2.9 percentages of the respondents were strongly agreed that ICT has helped folk women what is happening in the country and outside. Around 8.1 percentage of the respondents were disagree that ICT has helped folk women what is happening in the country and outside and 49.7 percentage of the respondents were strongly disagree that ICT has helped folk women what is happening in the country and outside.
- The study illustrates that about 24 percentage of the respondents were agreed that women still want to use ICT for next generation development, 24percentage of the respondents were strongly agreed that women still want to use ICT for next generation development, 14 and 38 percentage of the respondents were disagree and strongly disagree that women still want to use ICT for next generation development.
- It is summarized from the study that nearly 12.6 percentage of the respondents were agreed that folk women is deprived of ICT infrastructure, 22 percentage of the respondents were strongly agreed that folk women is deprived of ICT infrastructure, 16.6 and 14.8 percentage of the respondents were disagree and strongly disagree that folk women is deprived of ICT infrastructure.

In second category, 300 respondents were taken as sample from various IT company among women employees at different levels , the following findings were identified in study area;

- As per the study reveals that 17 percentage of the respondents were aware of ICT schemes. About 33 percentage of the respondents were not aware of ICT schemes. About 33 percentage respondents were partially aware and 17 percentage respondents don't have idea of the ICT schemes.
- It can be observed from the study that the majority i.e. 61 percentage were empowered, 5 percentage of the respondents were not empowered, 33 percentage of the respondents were partially empowered and 1 percentage of the respondents were not having idea whether it will empower or not.
- The study makes it clear that 35 percentage of the total sample were socially empowered.

Around 37 percentage of the total sample were economically empowered, 23 percentage of the total sample were educationally empowered and 5 percentage of the total sample were politically empowered.

- The study shows that 27 percentage of the respondents were agreed by using ICT in work environment has made their life easier. A good number of the respondents i.e. 57 percentage of the respondents were strongly agreed by using ICT in work environment has made their life easier, 10 and 6 percentage of the respondents were disagree and strongly disagree by using ICT in work environment has not made their life easier respectively
- The study indicates that about 27 percentage of the respondents were highly satisfied with ICT facility in their work place, 30 percentage of the respondents were satisfied with ICT facility in their work place. Around 23 percentage of the respondents were highly dissatisfied with ICT facility in their work place and 20 percentage of the respondents dissatisfied with ICT facility in their work place.
- It is seen from the study that 27 percentage of the respondents were reported that ICT will improve the delivery of public services, 30 percentage of the respondents were reported that ICT will help to build the functionaries of local body institutions, 33 percentage of the respondents were reported that ICT will provide the information regarding policies, rules and regulation and 10 percentage of the respondents were reported that ICT help to attend the village meeting which are held at far off.
- It can be observed from the study that nearly 12 percentage of the respondents were getting source of information about local, national and international information from television, 78 percentage of the respondents were getting source of information about local, national and international information from internet, 7 and 3 percentage of the respondents were getting source of information about local, national and international information from radio and print media.
- It can be considered from the study that majority i.e.98 percentage of the respondents were using internet has made their life easier, 0 percentage of the respondents were using internet found difficult in their life, 0.6 percentage of the respondents were using internet has not made their life easier and 1.4 percentage of the respondents were using internet has made their life somewhat easy.
- The study explains that 90 percentage of the respondents were having easy access of internet, 3 percentage of the respondents were not having easing access of internet, 7 percentage of the respondents were having easy access of internet to some extent and nil percentage of the respondents were not having idea about easy access of internet.
- As far as the study describes that nil percentage of the respondents were accessing internet rarely, nil percentage of the respondents were accessing internet once a week. Around 93 percentage of the respondents were accessing internet daily and 7 percentage of the respondents were accessing internet whenever necessary.
- It is measured from the study that nearly 73 percentage of the respondents were using ICT applications their social status has been improved, 5 percentage of the respondents were using ICT applications their social status has not improved, 13 percentage of the respondents were using ICT applications their social status has been improved to some extent and 9 percentage of the respondents were not having idea about social status.
- It is found from the study that majority i.e. 70 percentage of the respondents were using ICT applications their economic status has been improved, 7 percentage of the respondents were using ICT applications their economic status has not improved, 10 percentage of the respondents were using ICT applications their economic status has been

improved to some extent and 13 percentage of the respondents were not having idea about economic status.

- It is viewed from the study that majority i.e.100 percentage of the respondents is working in private sector and none of them working in public sector.
- It is measured from the study that majority i.e.90 percentage of the respondents were trained in the field of computers, 0 percentage of the respondents were not trained in the field of computers, 10 percentage of the respondents were partially exposure in the field of computers and nil percentage of the respondents were not having idea about exposure in the field of computers.
- The study reveals that about 90 percentage of the respondents were given formal training in the field of computers, 10 percentage of the respondents were given informal training in the field of computers.
- It is seen that out of 300 respondents, 80 percentage of the respondents were satisfied training provided by government or private, 20 percentage of the respondents were highly satisfied training provided by government or private, none of them were dissatisfied and highly dissatisfied training provided by government or private.
- The study denotes that nearly 23 percentages of the respondents were working in shift basis and 77 percentages of the respondents were not working in shift basis.
- It is evident that about 75 percentage of the respondents were working in morning shift, 16.6 percentage of the respondents were working in night shift and 8.4 percentage of the respondents working in irregular shifts.
- It is inferred that out of 300 respondents, 90 percentage of the respondents were given security measures to protect women, nil percentage of the respondents were not given security measures to protect women, 10 percentage of the respondents were partially given security measures and 0 percentage of the respondents were not having idea about security measures.
- It is portrayed that out of 300 respondents, 67 percentage of the respondents were satisfied with the culture of their office, 10 percentage of the respondents were not satisfied with the culture of their office, 23 of the respondents were partially satisfied with the culture of their office and none of them were not satisfied with the culture of their office.
- In order to the problems facing at work place,17 percentage of the respondents were facing sexual harassment problem in their workplace , nil percentage of the respondents were facing political pressure in their workplace, 77 percentage of the respondents were facing job stress in their work place and 6 percentage of the respondents were facing other problem in their workplace.
- As long as the study shows that 53.3 percentage of the respondents were having leisure time for their family and health, 13.3 percentage of the respondents were not having leisure time for their health and family, 19.3 percentage of the respondents were partially having leisure time for their health and family and 4 percentage of the respondents were not having idea about the leisure time for their health and family.
- It is observed from the study that about 27 percentage of the respondents were getting freedom in decision making of their family, 53 percentage of the respondents were not having freedom in decision making of their family, 17 percentage of the respondents were partially having freedom in decision making of their family and 3 percentage of the respondents were not having idea about freedom in decision making of their family.

- The study finds out of 300 respondents, 23.3 percentage of the respondents were not withdrawn resources training or staff as an excuse for contracting out, 14.6 percentage of the respondents were withdrawn resources training or staff as an excuse for contracting out, 28.6 percentage of the respondents were withdrawn resources training or staff as an excuse for contracting out and 30 percentage of the respondents were partially withdrawn resources training or staff as an excuse for contracting out.
- The study indicates that nearly 9.3 percentage of respondents were using ICT in work area their staffing levels has changed , 36.6 percentage of the respondents were using ICT in work area their job stress has changed , 41.6 percentage of the respondents were using ICT in work area their workload has changed and 15.6 percentage of the respondents were using ICT in work area their maintenance has changed
- The study maintains that about 76 percentage of the respondents were agreed by using ICT they can request a leave for medical and other purposes, 10 percentage of the respondents were not able to request a leave for medical and other purpose through ICT, 9.3 percentage of the respondents were partially able to request and 4.6 percentage of the respondents were not having idea about requesting leave through ICT.
- The study illustrates that nearly 4.6 percentage of the respondents were using ICT to facilitate their company request has been ignored, 10 percentage of the respondents were using ICT to facilitate their company request slowly, 33 percentage of the respondents were using ICT to facilitate their company request acceptable and 52.3 percentage of the respondents were using ICT to facilitate company request given very responding
- It can be considered from the study that nearly 36.6 percentage of the respondents were using ICT their workload has been properly balanced, 28.6 percentage of the respondents were using ICT their workload has been heavy, 16.6 percentage of the respondents were using ICT their workload has been stressful and 18 percentage of the respondents were using ICT their workload can't be sustain.
- The study finds that about 20 percentage of the respondents were providing support by the government to ICT education, 24.3 percentage of the respondents were not providing support by the government to ICT education, 25.6 percentage of the respondents were partially providing support by government to ICT education and 30 percentage of the respondents were not providing support by government to ICT education.
- As far as the study acquires that about 41.6 percentage of the respondents were agreed that ICT has helped folk women what is happening in the country and outside, 26 percentage of the respondents were strongly agreed that ICT has helped folk women what is happening in the country and outside, 20 and 13.3 percentage of the respondents were disagree and strongly disagree that ICT has helped folk women what is happening in the country and outside respectively.
- The study makes it clear that 4.6 percentage of the respondents were agreed that women still want to use ICT for next generation development, 36.6 percentage of the respondents were strongly agreed that women still want to use ICT for next generation development, 7.6 and 8.3 percentage of the respondents were disagree and strongly disagree that women still want to use ICT for next generation development.
- It is considered from the study that about 48.3 percentage of the respondents were agreed that government is giving to women an opportunity to work from home and earn, 4.6 percentage of the respondents were strongly agreed that government is giving to women an opportunity to work from home and earn, 55 percentage of the respondents were

disagree that government is giving to women an opportunity to work from home and earn and 50 percentage of the respondents were strongly disagree that government is giving to women an opportunity to work from home and earn.

- The study summarized that nearly 23.3 percentage of the respondents were agreed that folk women is deprived of ICT infrastructure, 43.3 percentage of the respondents were strongly agreed that folk women is deprived of ICT infrastructure, 9 and 24.3 percentage of the respondents were disagree and strongly disagree that folk women is deprived of ICT infrastructure.

7.2 SUGGESTIONS

The following are the suggestions are given by the researcher to strengthen further development of women empowerment through Information and Communication Technology in study area.

- There is a low awareness among some elected women representatives. The existing awareness is not sufficient. More awareness campaign have to be conducted to educate the elected representatives about the priorities of the ICT.
- ICT training should be given once in three months to women working in local body institutions it should be formal and mandatory.
- Steps are to be taken to mitigate the problem of harassment of women at the work place.
- For comprehensive participation of women should be allowed to involve in planning for ICT programmers.
- Government should come with a special policy to create a separate cell for solving the problems and issues of women empowerment.
- Gender integrated participatory technology development is required. The trained members by the Mahalir Thittam through elected women representatives must train the other group members in an effective manner.
- An evaluation of the government programmes, assistance, policies relating to women empowerment through ICT can be undertaken.
- More emphasis should be given on the skill training programmes so as to create awareness.
- Government should effectively secure participation of women in decision -making processes at National, State and Local levels. The need to formulate Institutional Mechanisms and work out concrete measures to ensure and enhance women's involvement and representations in position of power and decision –making.
- Women participation in Politics is an important step towards Social Equality, Economic Development and Political Empowerment. Women's quantitative participation at all levels of governance structures is essential for promoting ICT.
- Attitudinal change in the Society is essential for emancipation of women. Traditional value system based on inequality of sexes where the female play a subordinate role need to be replaced with a new value of joint sharing of both men and women in public and private sectors. With the active support of family women will be able to attain and sustain their position in the political arena.
- Women's in the society should be aware of all government schemes and should make use of them for their development.
- Tamil Nadu Women Development Corporation can take necessary steps to implement more ICT schemes based on women empowerment.

- Night shifts should be avoided particularly for women, preference should be given to women in working environment by private sector.
- Strong ICT infrastructure should be implemented.
- Governments should make folk women to realize that ICT resources and services are the main medium of rural employment generation and support by the government will solve the problem of rural employment.

7.3 Conclusion

While concluding this study we can observe that the positive and negative impacts of ICT on women empowerment cannot be ignored on the grounds that these are unplanned or not covered under the main objectives of ICT. By addressing these impacts will not help women's empowerment but it will be also help in achieving medium and long term goals of ICT and also help in moving towards optimum use of employee in the economy. It will also help in moving towards some desirable national and state policies.

Empowerment as a concept has become popular in recent times to describe an enabling process for socially marginalized persons and groups to gain advantage and opportunities to Information and Communication Technology (ICT). ICT as a process helps people to gain control over their lives through raising awareness, communication and working order to exercise greater control.

The Constitution of India grants equality to women in various fields of life. The Government of India in the new millennium by declaring the Year 2001 as Women in ICT's year to focus on a vision where women are equal partners like men. In the past, women were not ready to undertake any work, after ICT job and business due to shyness, fear and male dominance in the society. However, of late Indian women have come out of the four walls of the kitchen and are more willing to take up entrepreneurial activities. Women of today want more economic independence, their own identity, achievements, equal status in the society and greater freedom of India.

Education relating to Information and Communication Technology is one of the most important means of empowering women. It equips women with the knowledge, self-confidence necessary to fully participate more fully in the development process. It may be considered as the single most investment that a country can make for its women at the individual level and at the macro level. Tamil Nadu has registered an impressive performance in the information technology in the year 2005-2006. ICT based education and schemes plays the most important role among the women working in all sectors for their empowerment, skill up gradation and knowledge development. ICT is playing a vital role to satisfy the requirements of women's, it supports in many ways especially for women to empower their administrative development and political empowerment.

Women are equal beneficiaries of the advantages offered by technology through products and processes, which are the byproducts of the use of technology. However, it should not be confined to an elite group of society, but flow to the other segments of women in Indian society. This study wanted to know about the infrastructure (social, economical, educational, etc) available to women social freedom and opportunities in study area. The applicability may invite government intervention to stop the digital divide among women and also to more empowerment for women with ICT usage. Everywhere the potential exists for the media to make a far greater contribution to the advancement of women. There are numerous possibilities for ICTs to improve women's economic activities in the fields of trade, governance, education, health, crafts, and

employment both in the formal as well as the informal sector. ICTs bring a lot of opportunities to women in the work situations and small businesses.

The potential of ICT for women in India is highly dependent upon their levels of technical skill and education and is the principal requirement for accessing knowledge from the global pool. The government and NGOs need to impart technical education on the use of ICT as a part of both the formal and informal educational systems and to initiate distance learning and vocational courses. In order to facilitate access for women from other classes and sectors, these intermediary organizations need to be strategically located in local institutions, to which women have open and equal access, such as health centers, women's NGOs, women's employment centers, libraries, women's studies departments and institutes, community centers etc.

Women working not only in study area, but also those who working all over the world responded that they are lacking of ICT related education and schemes, lack of ICT infrastructural facilities is the major barrier to access, ICT based information resources and services. It is followed by women working in all fields facing barriers like restricted time, sexual harassment, stress, decision making and work load etc. Even though they are facing barriers, they have to overcome it and face their challenges in their both professional and personal lives. While it is being strongly felt that women take up the challenges of ICT and problems at the grass root level also cannot be ignored. Women participation in ICT may in the form of dedicated, workers, inventors and policy makers etc. The unequal participation of women in power and decision making structure the local, national, regional and international levels reflects structural, attitudinal and cultural barriers prevailing in all societies. Stereotypical gender roles remain a major obstacle in women's political empowerment and lack of illiteracy or lack of communication facilities and thus they are unable to form independent opinions.

Government has to take necessary steps against women empowerment through Information and Communication Technology by providing awareness of ICT education and training, which is very important for women community to improve their socio-economic status. ICT helps to find, locate and disseminate information in their desired formats.

It is also important for the women society to enhance their infrastructural facilities and also to train the women those who are working in public sector or private sector with latest technologies. There should be provided information literacy programmes in order to maximize the usage of ICT related services particularly for women empowerment through ICT.



Dr. E. Priyanka is a distinguished author and academic with a rich background in literature and governance. She holds a BA in English Literature from the University of Madras, accompanied by postgraduate studies in Public Administration and Political science with an MPhil Public Affairs. Her academic journey culminated in a PhD from the University of Madras.

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A passionate scholar with a unique perspective, Dr. E. Priyanka is set to captivate readers with her upcoming book. Expect a fusion of academic insight and storytelling prowess that reflects her dedication to literature and the pursuit of knowledge. Stay tuned for a captivating exploration of her insights and literary finesse.



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